

ANNEXE I

National antidiscrimination action programme

Below, the Cabinet outlines which measures from the National antidiscrimination action programme are expected to deliver a boost to the objectives of the antidiscrimination policy, and which current policy has an important contribution to make to achieve these objectives.

A. Measures aimed at prevention and awareness

In addition to a repressive approach, a more effective preventive approach is needed, for tackling discrimination and promoting inclusion aimed at increasing awareness of subconscious discrimination and exclusion.

Objective: Permanently promoting an inclusive society

New boost

Broadening the national publicity campaign 'Zet een streep door discriminatie' ('Cross out discrimination')

- The national campaign will receive a follow-up aimed at important social fields (such as the labour market and social media)

One key element in the range of efforts by the Cabinet to boost awareness and the willingness to report discrimination is a multiyear, broad-based antidiscrimination campaign launched in September 2015, with a so-called overarching campaign 'Cross out discrimination'. This campaign is based on our common standard from article 1 of the Constitution: that discrimination in any form whatsoever will not be accepted. By calling people in the overarching campaign to actively cross out discrimination, individual citizens (victims, perpetrators and bystanders) and organisations (both public and private) are encouraged to make a contribution to preventing and tackling discrimination. This may be by reporting cases of discrimination, by calling one another to account for discriminatory behaviour, or by actively broadcasting this standard within our own municipality, institution or organisation, and initiating a discussion on how discrimination can be effectively crossed out. With this in mind, an online tool kit was also distributed for example to municipalities, antidiscrimination provisions (ADVs) and other organisations such as the Royal Netherlands Football Association (KNVB). The municipality of Weert, for example used this toolkit to place the campaign on the map in its own municipality, and to support their own antidiscrimination measures.

The overarching campaign 'Cross out discrimination' is due to run through to 2018. At the start of 2016, the next round of repeats is planned. The toolkit will also be extended to include a brochure for schools, in which a series of tips and suggestions are given, for example on where to find teaching methods, and about possible support for increasing the level of discussion of discrimination. Over a period of three years, a series of different sub campaigns will be implemented, which will draw attention to specific forms of discrimination, with a view to increasing social awareness, and activation. The Ministries of Social Affairs and Employment, and Education, Culture and Science will be the first departments in the second quarter of 2016 to launch a sub campaign on discrimination on the labour market in the broadest sense: all grounds for discrimination will be included. In the second part of 2016, a sub campaign will be focused explicitly on the ground 'handicap', tying in with the expected ratification of the UN Convention on the rights of persons with disabilities. In 2017 and 2018, like in 2016, an approach may be

selected that takes in all the possible grounds for discrimination, whereby the central focus will be discrimination in the (physical or digital) public space (possibly with such subthemes as discrimination in social media, in the residential environment or in the hospitality/leisure sector, in sport and in education). In implementing the follow-up campaigns, account will be taken of the latest social situation, which could influence the eventual choice in favour of a particular theme. The use of campaigns will be aimed at increasing the willingness to report discrimination, and encouraging various players within their clubs, schools, municipalities or streets to encourage discussion of discrimination and exclusion, and to organise initiatives and activities that contribute to an inclusive society. This is in line with one of the recommendations (no. 3) from the social agreement as outlined in the Onderhuids programme.

Clearer focus on diversity and inclusive organisations within (semi-)government and industry

- An interdepartmental programme will be established in order to bring about a broader movement towards inclusive (semi-)government.

The Cabinet will work towards a labour market that better reflects Dutch society. Together with employers already fulfilling a pioneering role, the Cabinet wishes to initiate a broader movement. With this in mind, the diversity charter of the Labour Foundation was presented on 2 July 2015. The diversity charter is a collection of organisations who by signing the charter have committed themselves to promoting equal opportunities and diversity in their business. The organisation thereby undertakes to take concrete self-formulated measures that will promote a balanced staff breakdown and inclusive corporate culture.

More than half of all Ministries and the four largest municipalities of the Netherlands¹ have already signed the charter. This represents the start signal for focusing more attention on diversity. In 2016, all remaining Ministries will follow, and there will be discussion with the Association of Netherlands Municipalities (VNG) on how more municipalities can be actively informed of the opportunities offered to them by the charter. Cities like The Hague and Amsterdam, and a number of institutions and organisations in (health) care, welfare, education and youth work have already for some time been promoting the inclusive nature of their organisation, or have laid down a strategy to work towards this goal over the coming years. An excellent recent example is the police, which in its strategy "*The Power of the Difference*" has concluded that in order to be able to continue successfully fulfilling its tasks in a diversified society, it will have to for example focus on strengthening ties with society, and establishing an inclusive work culture and more variety in its teams.

It is important that within the broad public sector far more parties follow these examples in the movement towards inclusive organisations. To promote that development, an 'Inclusive government' programme is due to be launched which will further encourage this movement, in particular in (the implementation of) the sectors employment mediation, (health)care, welfare, youth work, education, media and justice.

From within a steering committee, with representatives from various Ministries (Education, Culture & Science, Health, Welfare & Sport, Security & Justice, the Interior and Kingdom Relations, and Social Affairs & Employment), concrete actions will be taken to bring about broad support for the signing of the charter, and the work agreements aimed at tackling youth unemployment. The development of a vision and strategy on diversity and an inclusive organisation will also be encouraged, through training and in-service training for employees, in awareness of prejudice and cultural sensitivity, competence-based recruitment and selection and an inclusive culture.

¹ Amsterdam, Rotterdam, The Hague, Utrecht.

- A single diversity charter will be established

In addition to the diversity charter, central government is also supporting a range of valuable initiatives aimed at encouraging labour participation by LHBTs, the disabled and women. There is space for increased coherence and mutual cooperation within these initiatives. This also ties in with principle B of this action programme. Businesses are currently approached in a series of initiatives financed by central government aimed at focusing attention on one group or another. The aim over the next few years is to work towards a single common charter for encouraging inclusive employment, in 2018. This will specifically also continue to provide space for the exchange of experiences in respect of achieving targets aimed at labour participation by specific groups. Until this single common charter is established, an interdepartmental working group will be founded, whose task will be to promote cooperation between the various charters.

- The extent to which the annual report on diversity in government remains compliant will be monitored.

Aiming for a broader-based movement must bring about results. In the central government annual report on operational management, annual figures are reported on the Ministries, including figures for cultural diversity in each Ministry. Each year, on the website of 'kennis openbaar bestuur'², intake data at sector level are published, including the entire sector Central government, education and municipalities. The current sufficiency of this tool will be further examined.

- A trial will be organised to test the benchmark for diversity quality of municipalities

To provide support to municipalities, a benchmark for the diversity quality of municipalities has been developed from within the Knowledge Platform Integration and Society. The aim of this benchmark is to promote the diversity quality of municipalities, and the outreach to institutions who support citizens, or who wish to involve citizens in their activities ((health)care, welfare, education, voluntary work). This instrument will be assessed in 2016, together with a number of interested municipalities.

- A barometer will be developed for measuring cultural diversity

It is essential to be able to monitor how diversity is set to develop within industry over the next few years. Besides the monitoring proposed in the diversity charter for its signatories, no other effective tools are available for this purpose. With that in mind, an initial study will be carried out into the development of a barometer for charting out cultural diversity on the labour market for each company and each industry/sector, also for organisations that have not yet signed the diversity charter, so that the movement towards an inclusive labour market can be monitored over time.

Studies were carried out in 2015⁶ into good examples of cultural diversity. These studies offer a wealth of information for employers on promoting cultural diversity within their organisation, and can support them in that process. The Knowledge Platform Integration & Society has also developed a self-audit tool for measuring diversity within individual companies. These tools will be broadly distributed and made available. Although studies suggest that discrimination above all occurs *pre-entry*, employers and social organisations are also issuing clear signals that more attention is needed if we are to retain and develop broad-based talent. To offer guidance to employers in this process, the knowledge of these issues will be updated.

² <http://kennisopenbaarbestuur.nl/thema/arbeidsmobiliteit/>

- Diversity will be encouraged with public tendering procedures and orders

Together with the G4, a survey will be undertaken in 2016 into the possibilities of further promoting diversity by means of public tenders and orders. A study carried out on behalf of the Minister of Social Affairs and Employment into European examples and their implementation in practice was completed at the end of 2015, and will serve as a useful basis.

Broader Cabinet policy³

The role of education in preventing discrimination and promoting awareness

- Citizenship education

Schools have an important task in promoting citizenship, tackling discrimination within schools and guaranteeing a safe, respectful and inclusive school climate where pupils, irrespective of their descent, religion or sexual orientation can develop fully and are offered equal opportunities. Together with the family and society, education is an important factor in the upbringing of young people. At school, children learn about the fundamental basic values of the democratic rule of law and are prepared for participating in a pluriform society. This is expressed in the statutory citizenship task for basic education and in various central objectives.

As concerns citizenship education, the aim is to pass on and ensure the promotion of common values such as equality and freedom, as well as establishing an awareness of the differences between people; respecting the ideals, sexual orientation or culture of others; and knowledge of your position as a citizen in a democracy. It is also aimed at teaching them to reflect on their own ideals and those of others.

A great deal has been invested in such citizenship education over the past few years. An online information point on citizenship education has been established, where schools can find information about the citizenship task. The site also contains tools for developing their vision on citizenship, and putting it into practice, such as a common values module, and further support for training in teacher training programmes.⁴ Citizenship education is also part of the broad social dialogue undertaken over the past few years by the Platform Education 2032, the aim of which is to arrive at a vision on a future-based curriculum for basic education. At the end of January, the recommendations of the platform with a policy response from the Secretary of State for Education, Culture and Science will be submitted to your House. The outlines of these recommendations are already known. They propose giving citizenship including knowledge of the rule of law, democratic values and universal human rights a more prominent position in the core curriculum of primary and secondary education.

The Minister of Education, Culture and Science also attaches considerable importance to sound information about citizenship education in senior secondary vocational education (mbo). To date, little research has been carried out into citizenship education in mbo education. The National Management Body for Research into Education (Nationaal Regieorgaan Onderwijsonderzoek – NRO) has been asked to investigate how citizenship education is structured in mbo education and the quality of that education. As also outlined in the letter concerning the promotion of citizenship skills in education dated 29 April 2015⁵, the Minister of Education, Culture and Science is aiming to promote critical

³ This refers to related (current) Cabinet policy that contributes to achieving the objectives of the action programme.

⁴ Progress of promoting citizenship skills in education, 29 April 2015, Parliamentary Papers II 2014/15, 34000-VIII, no. 93.

⁵ Progress of promoting citizenship skills in education, 29 April 2015, Parliamentary Papers II 2014/15, 34000-VIII, no. 93

thinking skills in mbo education, in response to a study by the Dutch Centre of Expertise on Vocational Education (ECBO). Teachers will receive support on how to teach students to think more critically. A handout is being developed for this purpose. Training courses will also be developed and provided by the Stichting School en Veiligheid (School and Safety Foundation). The Minister of Education, Culture and Science is also promoting a citizenship Platform, to encourage knowledge sharing.

In higher education, attention is being increasingly focused on general education or *Bildung*. In the strategic agenda for higher education and the study "The value(s) of knowledge", by the Minister for Education Culture and Science, it is emphasised that not only qualification but also socialisation and personal development are key objectives of (higher) education. After all, higher education is training the leaders of the future. Leaders not in the sense of rulers, but more value bearers. With that in mind, they should not only be equipped with up-to-date knowledge and 21st century skills, but also need to develop a feeling for standards, values and a moral imagination. With the resources from the study advance, it will be possible to organise higher education on a smaller scale, starting in 2018. Against the background of the growing numbers of international students and with the expectation of a greater proportion of refugee students, there will be more space for more meetings and sometimes confrontations, between people from different cultural backgrounds and with different ideas. A fertile, diversified learning community can contribute to the training of students as critical and involved world citizens who not only rely on their knowledge but also their moral compass, and know how to deal with the diversity that characterises our society.

➤ Support teaching staff in discussing socially sensitive issues

The ITS research institute (at Nijmegen's Radboud University) has carried out studies into the experiences of teaching staff in discussing socially sensitive subjects, including discrimination⁶. These studies revealed that the majority of teaching staff consider themselves fully capable in this respect. Nonetheless, a considerable proportion expressed the need for further support. With this in mind, the School and Safety foundation has developed training courses for teaching staff to facilitate the discussion of difficult subjects in class. Schools can also contact a helpdesk with questions and for support. A national conference on these subjects is due to be organised in the spring of 2016.

➤ Tackling bullying to promote social security in education

The Secretary of State for Education, Culture and Science, as part of an integrated plan for tackling bullying, has recently revised education legislation. These adjustments mean that starting from 1 August 2015, schools are required to commit themselves to creating a safe social school climate for every pupil. This means that school policy must be aimed at preventing all forms of bullying, including racist bullying. The new law also requires schools to monitor the implemented policy. They must do this by consulting a representative number of pupils every year about their perception of safety and wellbeing. Part of this monitoring will include questions about whether pupils suffer discrimination from fellow pupils. The Education Inspectorate will supervise the effectiveness of the policy as implemented.

Together with experts from the Netherlands Youth Institute (NJI) and the Centrum voor School en Veiligheid (Centre for School and Safety), among others, the sector councils for primary and secondary education will ensure that a database is developed containing (proven) effective interventions for establishing a socially safe environment, so that schools can select an approach (programme/method) which matches their vision and context. The start point is the inventory by the NJI, which above all includes anti-bullying

⁶ Parliamentary Papers II 2014/15, 27 923 no. 208

programmes and approaches. In the future, the database will also contain approaches/methods for social skills/resilience, sex education, sexual diversity (LHBT), discrimination and racism.

➤ Attention for bullying and citizenship in teacher training

Schools are at the heart of society. Large and small events in the world find their way into the classroom. The classroom is a meeting place for different cultures and different ideas. Teachers have a vital task in entering into discussion with their pupils, and promoting discussion between pupils, even in respect of difficult issues relating to citizenship. All teacher training programmes focus attention on the skills needed for holding 'difficult discussions' about themes relating to citizenship, including discrimination. This is for example achieved by focusing on *Bildung* and teaching their students a moralistic, open and critical attitude. On behalf of the Minister of Education, Culture and Science, and the Minister of Social Affairs and Employment, teaching material is being developed together with the teacher training programmes to better equip trainee teachers to deal with difficult themes in the classroom. The outcome will be a tried and tested methodology, with which other teacher training programmes can set to work to thoroughly prepare their students to give citizenship education.

Holding 'difficult discussions' in the classroom also requires a safe environment. The primary teacher training programmes and level-two teacher training programmes are collaborating with the Stichting School en Veiligheid and the Ministry of Education, Culture and Science to boost attention for social safety. This programme should contribute to improving the skills of (future) teachers in respect of social safety. This includes how to deal with group dynamics and to offer a safe educational climate in which discrimination is effectively tackled. Within the programme, a guideline has been developed in which social safety is operationalised according to building blocks with the accompanying skills for the initial level of competence. A digital database containing methods, materials and best practices has also been established. The recommendations from the guideline are currently being put into practice by the teacher training programmes. The continued existence of the database has been guaranteed. In academic year 2016-2017, the guideline and database will be evaluated.

Dealing with diversity and discrimination has been included in the generic knowledge basis for the primary teacher training programmes and the level-two teacher training programmes. The separate teacher training programmes will use these knowledge bases in designing their own teaching practice.

➤ Response to 'Onderhuids' ('Under the skin')

The parties who submitted the social agreement 'Onderhuids' issued a series of recommendations for education, including several aimed at citizenship education, as previously discussed. Other subjects of recommendations in 'Onderhuids' are primary school recommendations, an eye for diversity, the weighting scheme and the harmonisation of a variety of activities. Since 1 August 2014, the school recommendation from primary school teachers has been the determining factor in placing pupils in secondary education. The compulsory central final attainment examination is organised later in the academic year and now fulfils a new role as objective second set of facts. If it turns out that the final examination score of a pupil is higher than the school recommendation (such that the pupil could cope with a higher level of secondary education), the school recommendation must be reconsidered by the school. For specific groups of pupils, the Cabinet has made additional resources available, via pre-school and early school education (VVE), the weighting scheme and the learning plus arrangement for secondary education. In the budgets for the weighting scheme for primary education and the municipal education disadvantage compensation policy, as a consequence of the fall in the number of the weighted pupils, the reference numbers will be gradually

adjusted. The current indicator 'level of education' is viewed as a relatively good predictor for a risk of educational disadvantage. The Secretary of State for Education, Culture and Science is currently having studies carried out by Statistics Netherlands (CBS) into the possibilities for improving the indicator. The municipalities also have the legal obligation to promote integration.

Prevention of discrimination on social media

➤ Counter speech on social media

In respect of prevention, Twitter, Facebook and YouTube offer support to social organisations in various European countries that are actively involved in preventing discrimination, by offering counter speech, and by encouraging people to not place discriminating statements. This specifically includes offering training to better enable social organisations to broadcast their message. The social media companies have recognised the difficulty of finding the right organisation to make that counter speech. Cooperation in this respect will be sought.

The national reporting point for criminal, discriminatory statements on the Internet (MiND) will be continued. This reporting point was established in 2013 at the initiative of the Minister of Security and Justice and the Minister of Social Affairs and Employment.

B. Measures aimed at strengthening cooperation and infrastructure

In order to strengthen combined antidiscrimination measures, together with all stakeholders within and outside government, more active efforts will be made to improve mutual cooperation and broaden the (chain) approach to discrimination.

Objective: Improved cooperation, stronger infrastructure

New boost

Strengthening role and approach of antidiscrimination provisions (ADVs)

➤ Improving registration and reporting will improve the local and regional understanding of discrimination

In tackling discrimination, annual figures on the number of reports of discrimination are vital, in order to monitor the development of reports on and incidents of discrimination. Partly because there are so many different ways of reporting discrimination (including via ADVs, police, the Human Rights Council and MiND), it is difficult to obtain a clear picture of the scale of discrimination. RADAR (ADV) and the centre of excellence Art. 1 therefore launched a pilot programme in 2014 and 2015 for creating regional reports, in which the figures from various parties and sources are brought together and analysed. These regional reports not only contain the number of reports issued to ADVs, but also information about the figures kept by the police and the Human Rights Council. This reporting method would seem to tie in with the information needs of local government, police, the Public Prosecutor's Office and the ADVs themselves. The fact that this pilot study was carried out also delivered a boost to promoting effective cooperation between the parties involved. Although this initiative maintains the individual roles and authorities of the various parties, it does bring together the data generated, presenting a clear regional picture. This method of reporting will be further supported and elaborated within the present action programme.

- The local and regional role of ADVs will be further guaranteed and developed

As low-threshold, specialist local facilities, able to offer assistance in respect of all areas of and grounds for discrimination, ADVs fulfil an essential role in the chain approach to discrimination. In the discussion of the tasks, the ideal size and the administrative structure of ADVs, there is some conflict between the various opinions and interests. Further studies into the possibilities of strengthening the performance of ADVs are expected to generate a clear picture of local practice, in 2016. On that basis, the local and regional role of ADVs will be further guaranteed and developed. Consideration will also be given to what ADVs (can) mean in terms of prevention and awareness at local level. Depending on the outcomes of the studies, and in close consultation with all chain partners and local government authorities, consideration will be given to maintaining the current system or implementing (voluntary or legally imposed) changes.

- The awareness of ADVs will be further extended

The low-threshold nature of ADVs is essential for their successful performance. This is indeed one of the requirements laid down in law. This means that these organisations must occupy a position at the heart of society, and that they need an extensive network of social and religious (self) organisations. Many ADVs have precisely that network, and serve as a spider in the web of the social structure in municipalities and/or regions. Increasingly, ADVs are working together with social and religious organisations, in order to raise awareness and increase the willingness to report on discrimination. A number of ADVs have become partners to the national gay-straight alliance 'Natuurlijk Samen' ('Naturally Together'), the aim of which is to increase the willingness among LHBTs to report on discrimination. In 2013 and 2014, ADVs, The Human Rights Council, the Consultative Body for Turks in the Netherlands (Inspraak Orgaan Turken (IOT)), the Collaborative Body for Dutch Moroccans (Samenwerkingsverband Marokkaanse Nederlanders (SMN)), the Surinam Consultative Body (Surinaams Inspraak Orgaan (SIO)) and the Consultative body for Caribbean People in the Netherlands (Overlegorgaan Caribische Nederlanders (OCaN)) in the Face-2-Face project aimed to strengthen mutual cooperation and awareness of the possibilities for reporting discrimination, within the various target groups. Together with the Foundation Platform for Islamic Organisations Rijnmond (Stichting Platform Islamitische Organisaties Rijnmond (SPIOR)), Radar is organising a pilot scheme, one of the aims of which is to broaden the willingness among the Muslim community to report on discrimination, while the Haaglanden Discrimination Issues Office (Bureau Discriminatiezaken Haaglanden) is providing training to reporting points and advance posts within various communities.

These initiatives are a positive response to the social capital of (self-) organisations and the willingness of citizens themselves to play a role in tackling discrimination. They can also deliver a contribution to the resilience of a community, and to establishing a clearer picture of discrimination, by bringing together the various reports. Central government will continue to boost the roll-out of these initiatives, by developing training in 2016 together with the new national association of ADVs – the National Association against Discrimination – and the Human Rights Council, which will not only deal with the possibilities for reporting discrimination, but also methods of improving resilience. These training programmes will be offered in collaboration with various social organisations via the ADVs, at a local level.

Cooperation with others in tackling organisations involved in discrimination

- Information exchange with civil society

The Interdepartmental Consultation on Antidiscrimination Policy (IDOA) will be held every three weeks, under the chairmanship of the Ministry of Internal Affairs and Kingdom

Relations. Three times a year, the IDOA will invite various representatives from the field to discuss specific aspects of antidiscrimination policy.

Broader Cabinet policy

Strengthening active prosecution

- WODC study into the course of discrimination cases through the criminal justice chain

Within the criminal justice system, a clear signal can be issued by punishing behaviour that exceeds standards, thereby confirming the nature of the standard itself. Police and the judicial authorities should take action when criminal prosecution is the most effective approach ('optimum remedy') and other measures no longer offer a solution. The chain must be conclusive.

The WODC study 'Discrimination: from report to through to prosecution, the course of discrimination cases through the criminal justice chain' (annexe IV) covers two related subjects, both of which were promised to your House, by the Minister of Security and Justice:

1. An overview of the scale, nature and handling of discrimination cases that were registered with the police, the Public Prosecutor's Office (OM) in the period 2010-2013, the dispensation of justice and how the passage through the criminal justice chain can be characterised.⁷
2. This study also investigated references in existing Dutch literature about the scale and nature of the experience of discrimination, and the similarities and differences between these experiences and registration of discrimination with the police and Public Prosecutor's Office.⁸

Smooth passage and settlement of discrimination cases is essential within the criminal justice system in order to deliver a clear signal. The conclusions of the WODC study are therefore also included in the following elements, to underpin the criminal justice approach. The study also reveals a number of areas for improvement, for example in respect of sensitivity to discrimination (recognition), registration/reporting and investigation. These elements are further discussed below.

- Awareness of discrimination and diversity within the police

On 15 September 2015, the police force management team adopted the vision and policy document 'De Kracht van het Verschil' (The Power of the Difference) concerning diversity and antidiscrimination measures. A national portfolio manager and a programme were linked to this report who will be responsible for implementing the objective.

Within this vision document, the police has set itself the following four objectives: improved links with society, a more inclusive work culture, a better approach to discrimination in society and more variety in staffing. On 16 November 2015, your House was informed of the vision document.⁹ The vision is based on lessons learned from the past (including the insights from the WODC evaluation of the National Centre of Expertise on Diversity¹⁰) and ties in with the developments in society. Within this framework, the approach for preventing ethnic profiling will also be implemented, along the following lines: training, communication, complaint handling and diversity in staffing.

⁷ Parliamentary Papers II 2013/14, 30 950, no. 70

⁸ Parliamentary Papers II 2014/15, 28 684, no. 418.

⁹ Parliamentary Papers II 2014/15, 30 950/29 628, no. 82

¹⁰ Parliamentary Papers II 2014/15, 29 628, no. 510

➤ Professional improvement and guarantees within the criminal justice chain

Via its basic police training, the Police Academy trains potential police officers, and prepares them for their work in a diverse and pluriform society. Since 2012, the focus in the curriculum has shifted towards value-driven police training. One of those values is based on article 1 of the Constitution, which lays down the principle of equality and the prohibition on discrimination.

Police training is professional and practice-based. Trainees learn what they need for their profession, and learn as far as possible in practical situations. Training is therefore based around the core tasks of the police: intake, enforcement, emergency assistance, investigation. Diversity and discrimination are constantly referred to in the curriculum in the context of these core tasks. In each element of training, diversity and discrimination are demonstrably reflected in the various 'core assignments'. The overall objective is to generate the ability to deal with the various standards and value of individuals, and to respond objectively to them, without value judgements.

Before trainee police officers carry out practical assignments, they are prepared for those assignments through the use of a variety of learning resources such as films from the Anne Frank Foundation and e-learning modules. There is also attention for legislation and regulations in respect of discrimination, social-communication skills in a diverse society and for handling dilemmas.

It is essential that police officers recognise discrimination and ask the right questions, also in respect of the future furnishing of proof in discrimination cases. In broad terms, as concerns the quality of investigation – despite the excellent performance and efforts of many professionals – professional skills of investigating officers must be further improved, and this skill level needs to tie in with legal and social developments. Professionalism and the culture within the police organisation are other important areas for attention, as is the striving to achieve a more diverse staff breakdown.

The Police Academy has reassessed the content of the practical assignments (including case studies and guidelines) in which diversity and discrimination occur, in terms of content, theory and depth. By making diversity a more visible common thread throughout police training, by professionalising teaching staff in the fields of variety, diversity and discrimination, and by gradually introducing more variation within the teaching staff themselves, attention for diversity and discrimination in basic police training are gradually being further strengthened and maintained via a series of different pathways. The Police Academy also offers opportunity for more in-depth study.

Also following training, and within the operational organisation, it is essential to maintain attention for improving the level of sensitivity to discrimination (learning by doing). In this respect there is a clear role for the Diverse Professional Skills Network (Netwerken Divers Vakmanschap) active within the units. These are operational networks that consist of police officers from diverse backgrounds and orientations. Their aim is to share knowledge within the organisation, to serve as a point of contact for colleagues and to maintain contacts with their respective communities.

The National Centre of Expertise on Discrimination (LECD) of the Public Prosecutor's Office offers a learning module at least once a year, which focuses on the prosecution of discrimination, and common crimes with a discriminatory character. This module is open to public prosecutors, other members of staff of the Public Prosecutor's Office and the judicial authorities. To underline the importance of diversity within the Public Prosecutor's Office, a working conference will be organised on this theme, in 2016.

➤ Improving registration and reporting

The police is responsible for an annual report on its discrimination figures. In 2015, the police considerably improved the data collection and analysis of discrimination cases. In comparison with previous years, a far greater insight was obtained into the nature and scale of discrimination incidents registered by the police. In preparing this work approach, the police involved a variety of parties, including social organisations, as was requested in the General Discussion on Discrimination on 9 September 2015. The police will continue to consult with these organisations. Reporting over the next few years will be based on new uniform national methods, which will make comparison possible. More quantitative and qualitative information will be collected, in essential subareas. The report will also be published earlier in the year.

➤ Investigation and prosecution

The existing Discrimination Instruction will be replaced before the summer of 2016 with a covenant between the various parties involved in dealing with discrimination. The aim of this covenant is to improve cooperation and the chain approach. To improve the quality of investigation, a contour memorandum has been drawn up, which was submitted to your House on 23 November 2015¹¹. A further elaborated plan from the police is expected to be available in May 2016. Furthermore, both to promote professional improvement in respect of discrimination and diversity, and to improve investigation and prosecution in this area, a new reaction protocol on discrimination has been drawn up.

Antidiscrimination measures by the Inspectorate SZW

➤ Company visits by the Labour Discrimination team

In response to an amendment from your House during the 2015 budgetary debate for the Ministry of Social Affairs and Employment, a Labour Discrimination team was established within the Inspectorate SZW. On 1 May 2015 this team started work. The authorities of the Inspectorate SZW relate to discrimination on the shop floor. The inspectorate examines whether the employer operates an antidiscrimination policy. The inspectorate considers all possible grounds for discrimination. In advance of inspections, the team carried out a series of initial company visits in the summer of 2015, to chart out the nature of policy operated by employers in respect of preventing and tackling discrimination. In the autumn of 2015, the team started a series of company visits and assessments. These visits will be continued in 2016. The team also maintains excellent contacts with the Human Rights Council, ADVs and the police, in order to maintain a clear picture of the latest developments in the field.

C. Greater attention for local antidiscrimination measures

Discrimination can best be tackled where it happens: at local level. Municipalities will be encouraged to take up and broaden antidiscrimination measures, as far as possible in relation to all grounds for discrimination.

Objective: effective local antidiscrimination measures

¹¹ Parliamentary Papers II 2015/16, 29 628, no. 585.

New boost

- Municipalities will be encouraged to develop a local set of antidiscrimination measures, to cover all grounds for discrimination

The Cabinet will focus on intensive local antidiscrimination measures. In order to encourage greater local effort, a joint handout for municipal authorities will be prepared, in consultation with the Association of Netherlands Municipalities (VNG), which will bring together a series of studies into effective methods and local best practices. This guide is due to be published in the autumn of 2016, and will be presented during a national meeting for municipalities about inclusion and discrimination.

Consideration will also be given to whether the approach by the Minister of Education, Culture and Science in respect of 'rainbow municipalities' could be expanded in the future to take in other groups besides LHBTs. The national Gay Straight Alliance 'Natuurlijk Samen' can also serve as an example

Local authorities will be encouraged to implement a local version of specific central government policy programmes. In addition, in consultation with municipal authorities and the VNG, the Cabinet will consider whether more support is needed. This could include learning groups for municipal authorities, masterclasses, case study tables and factsheets. The Cabinet is also aiming over the next few years to have municipal authorities implement the national campaign, in a manner similar to the successful approach recently employed by the Municipality of Weert. Weert created a municipal version of the national campaign '*Zet een streep door discriminatie*' ('Cross out discrimination').

- Antidiscrimination to become a fixed element in periodic consultations with the G4

The periodic consultation between Central government and the G4 will be continued, including a discussion of what the municipalities and Central government individually or jointly can do to prevent labour market discrimination. The main purpose of these consultation meetings is mutual knowledge exchange about the tools available in this process to municipal and Central government. The consultation sessions are also focused on initiating combined studies for example into diversity in tendering procedures and the development of databases 'effective interventions in discrimination' and 'labour market position' by Movisie. Among the objectives of these databases are to make effective interventions from the G4 and the measures for tackling youth unemployed identified by the Sterk team more widely available in tackling labour market discrimination, so that they can be used in other municipalities.

- Measures to tackle discrimination in the hospitality industry taken by municipalities to be evaluated

Municipalities are responsible for effective antidiscrimination measures in the hospitality sector. To support the municipal authorities, the Minister of Social Affairs and Employment, in close consultation with the Human Rights Council, the VNG, the Netherlands Royal Hotel Restaurant and Catering Association (Koninklijke Horeca Nederland) and the Municipality of Rotterdam developed a guide in 2014. Since 2014, this guide has been available via the websites of the VNG and the SZW Municipal Counter. In 2017, when the guide has been in use for two years, in consultation with the VNG, the ADVs and municipalities, we will discuss the effectiveness of the combined approach to discrimination in this hospitality industry.

D. Support through knowledge and research

The Cabinet-wide approach to discrimination will be supported by interdisciplinary knowledge about the causes of discrimination and the effectiveness of interventions.

Objective: the exchange and combination of knowledge and experience across all grounds for discrimination

New Boost

➤ Study into effective interventions

The Knowledge Platform Integration and Society will carry out a study into effective interventions aimed at awareness of and tackling prejudices and discrimination, for example the use of training, dialogue and debate. On this basis, a number of factsheets will be developed, together with a practical tool for assessing new interventions or improving existing interventions. In a final meeting of this study group, social organisations and municipalities will discuss possible follow-up actions for strengthening an evidence-based approach to discrimination. The outcomes of this process are expected to be ideally suitable for follow-ups covering all grounds for discrimination

➤ Interdisciplinary knowledge development

Following on from the knowledge chamber from the reassessment, an annual network meeting will be organised on antidiscrimination measures, in which the central focus will be the exchange and sharing of knowledge between researchers, (local) policy makers and social organisations. On this same basis, consideration will be given to joint knowledge development.

In 2017, a repetition of the SCP study in perceived discrimination will be carried out. This study will relate to all grounds for discrimination.