

Gender equality and diversity - in a police perspective

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Equality and diversity

Gender equality:

- when it comes to issues of gender
- gender is not a minority question, generally

Diversity:

- when it comes to other categories such as ethnicity, age sexuality and others

Sometimes gender is included in the term diversity – ex:
Danish Police has a diversity strategy where gender is included - often in genderbased organizations

Female leaders in Danish Police

- Female leading police officers account for only 4.4 percent of all 910 police leaders
- Numbers has almost not changed even though the number of female police students has been increasing over the last years
- Since 2004 the organization has been working with strategies on recruiting more female leaders

Female leaders in Danish Police

- New initiatives; from 2015 the recruitment process has changed
- in order to create a more professional and "objective" process
- ex: when applying for a leading position, the applicant can, him or herself, send an application, whereas earlier the applicant had to get appointed by the leader
- likewise the job interview now is with 2 different leaders
- focus on "gatekeepers"

Culture as gender neutral?

- Still; it is difficult for women to position themselves in the culture of the police:
- *“The police is an old institution made by men for men. It is still strongly dominated by male culture, so when women position themselves as ambitious and decision-making, they risk being marked as “bossy” or “ice queens.”*

(Lene Sørensen, the first danish female ChiefPoliceInspektor, in ”Dansk Politi”, 2015)

- *“...there is some kind of “institutional discrimination” which is not completely aware for people”.*

(Lene Sørensen, the first danish female ChiefPoliceInspektor, in ”Dansk Politi”, 2015)

Culture as gender neutral?

- The word gender connotes "women"
- Empowering and other strategies suggests "fixing the women" - it becomes a problem for the women
- Instead; look at the organization – and "fix" the culture and systems, make them more inclusive
- only gender neutral if you are included in the norm

Reflect and work with norms and privileges

- Research results shows that we have to work with norms within gender based organizations if we want to be more inclusive (Lander 2013, Haake 2017)
- A danish study on diversity in the police shows that other ethnicities, to some extent experiences the police culture as excluding (IMR 2012)
- Female police leaders constantly need to prove that they are capable - and feeling tested by male co-workers (Haake, 2017)

To work with inclusiveness?



Police swap helmets for caps to attract more transgender officers

(In UK) <http://www.dailymail.co.uk/news/article-4491878/Police-officers-caps-attract-transgender-officers.html>

- To work with inclusiveness can have a lot of positive side effects
- Not only the norm is being accepted but working with a broader perspective of recognition

HOW?

- Create awareness on culture and how culture works
- Reflect and work with norms and privileges, visibility
- Ambitious leaders who really wants to see change
- Work with inclusiveness in practice
- Quotas???



Thank you for listening