

Why equality?

2019-10-29, Björn Cewenhielm, Head of Local Police District



Why am I
in the
Police
force?

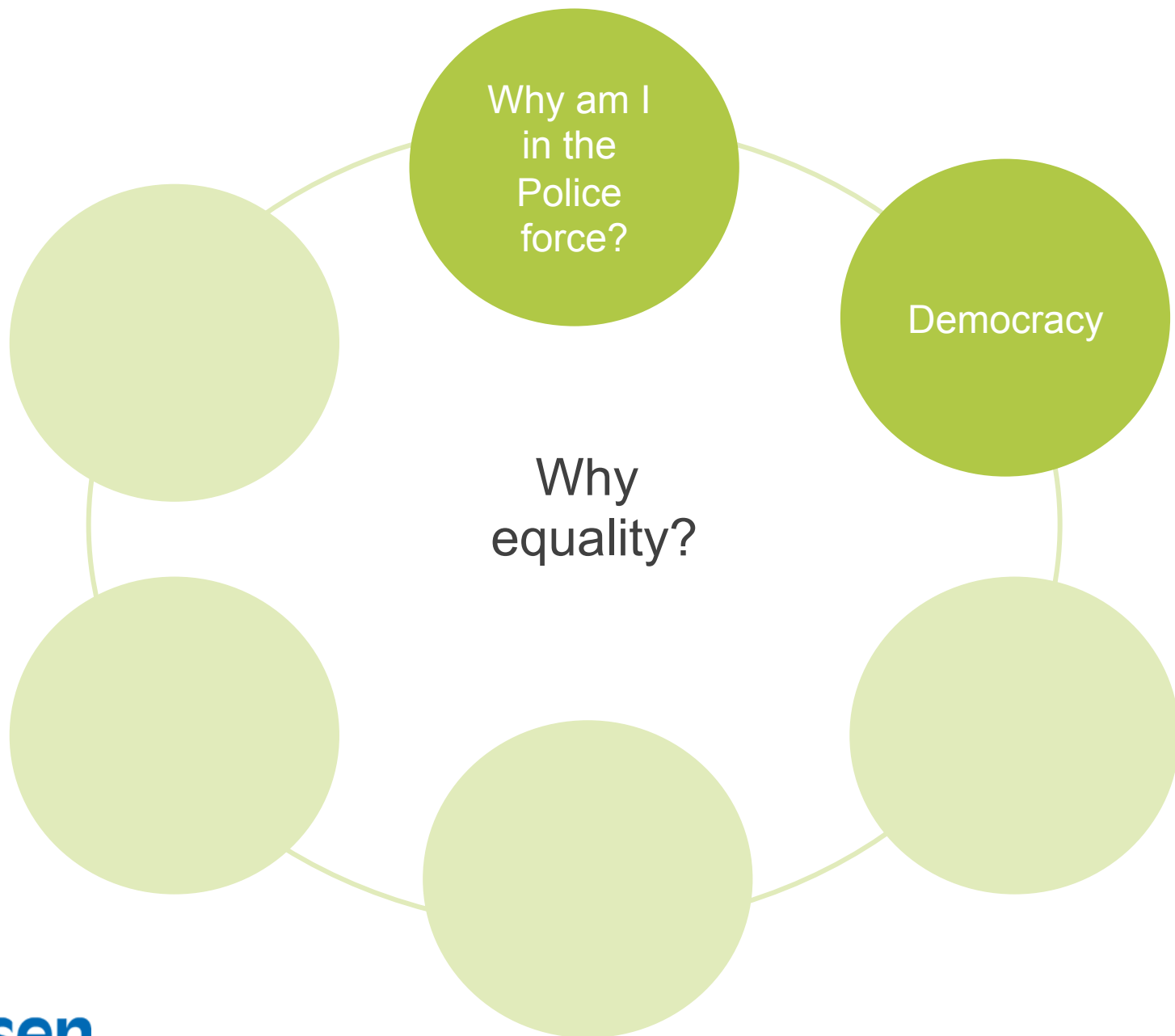
Why
equality?

**Why are you in
the Police?**

Personal insight



Each must reflect and identify where one stands on the issue of equality, are you a good culture bearer, someone who has not thought much about this or are you part of the negative culture, conscious or unconscious.



Democracy is the foundation



All people's equal
value and rights

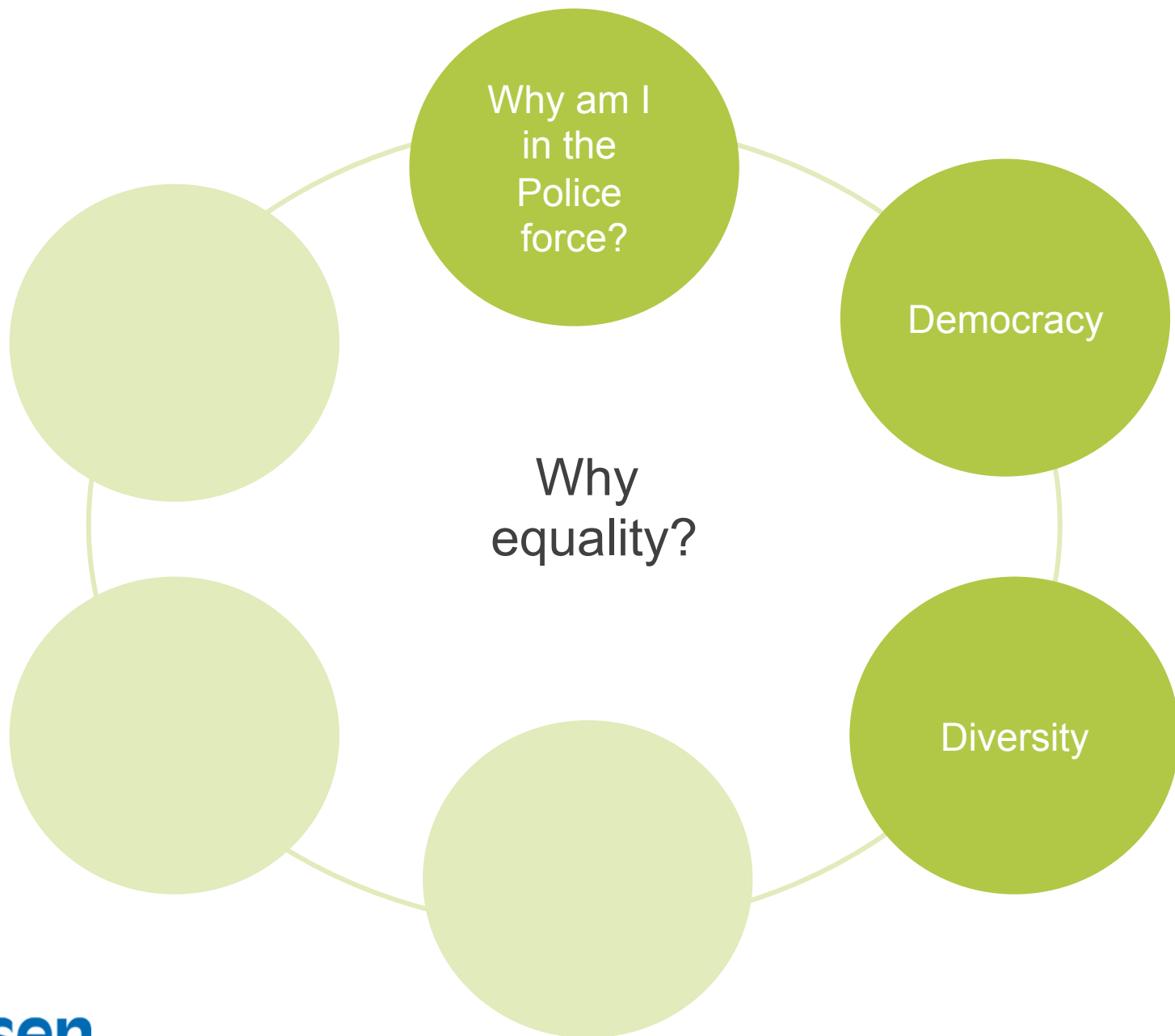


Equality before
the law

The overall goal with Swedish equality policy is:

An even distribution of power and influence between the sexes



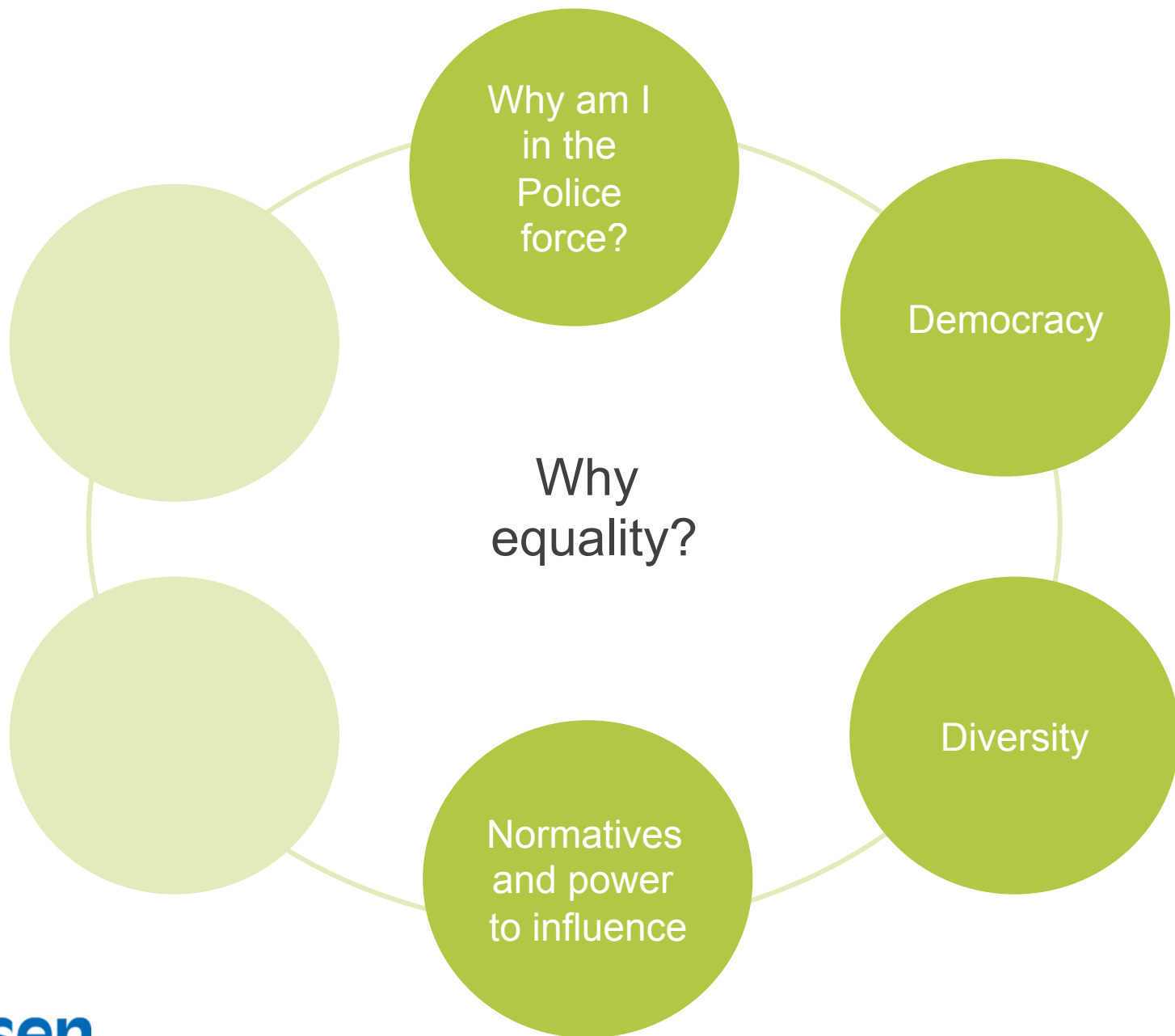


Diversity promote equality and counteract discrimination

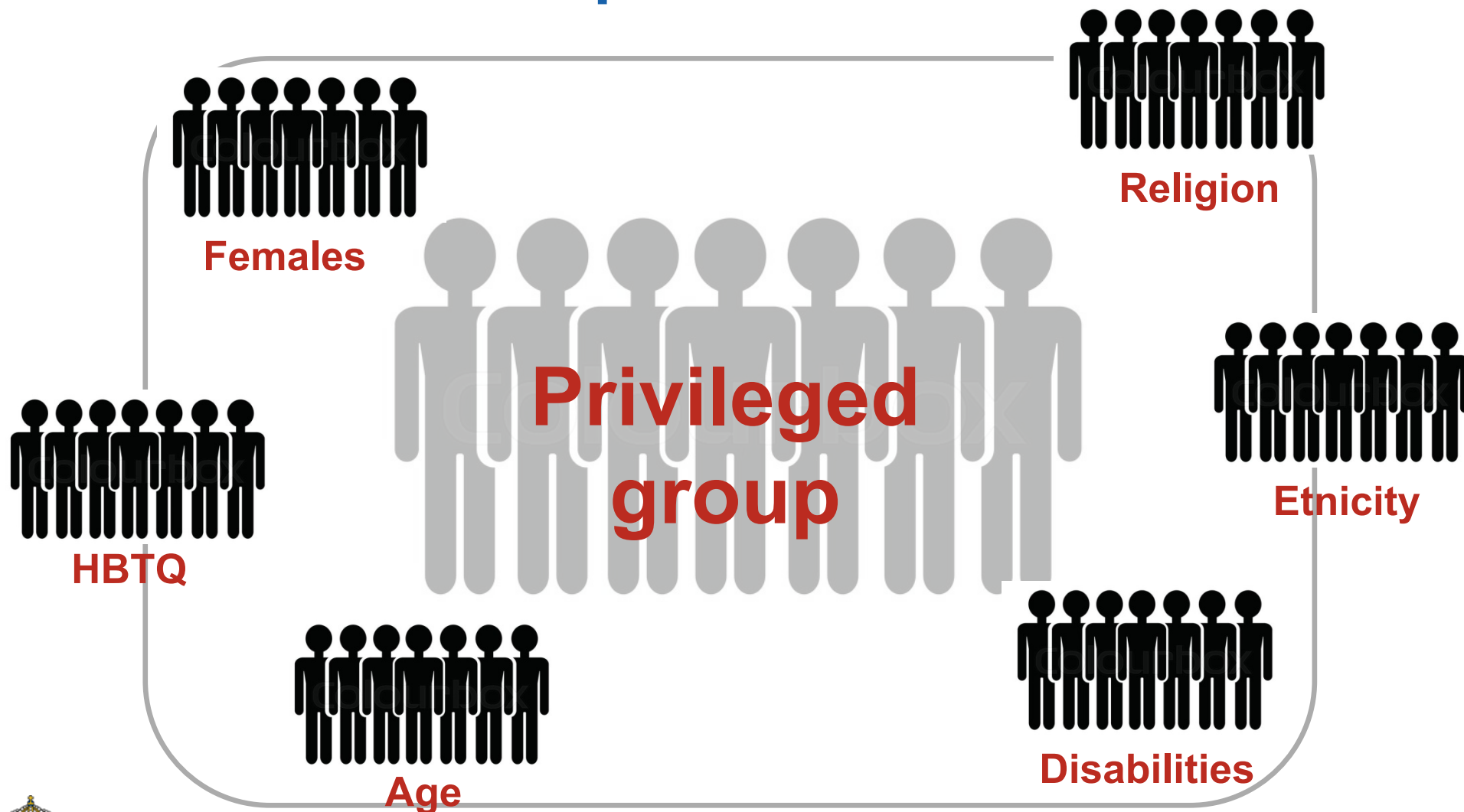


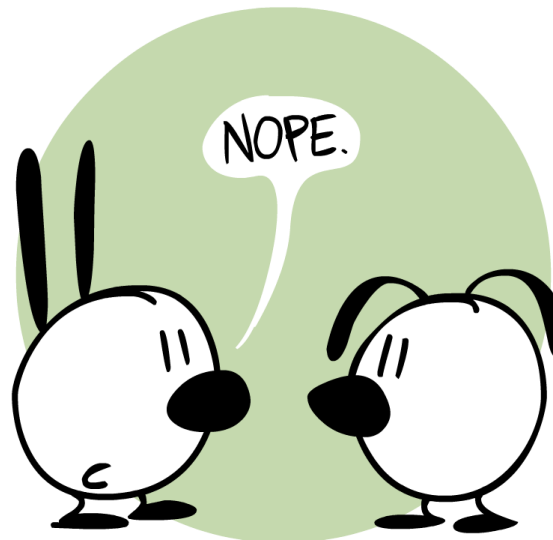
The purpose of the Swedish Discrimination Act is to counter discrimination and promote equal rights and opportunities regardless of:

- Gender
- Transgender identity or expression
- Ethnicity
- Religion or other belief,
- Disability
- Sexual orientation
- Age



Normatives and power to influence







Negative consequences when it is not equated ,inner and outer perspective.

Inner

- Exploitation of people
- ruler technicians
- Silence
- Harassment
- Objectification
- Illness
- Salary

Outer

- mistreatment of victims
- corruption
- lack of
- inequality
- lack of skills

In other words:

Democracy and equality before the law is compromised and development stops



Summary

- Everything is written and dictated - laws, rules, policies, action plans etc. And yet we struggle with equality
- My belief is that what needs to happen is that we in the privileged group (the norm) get to see the problem and realize that it is we who have the power to change the system and that we choose to take that responsibility based on self understanding.
- Some must give way to others, we need to be brave, norm conscious (critical) and choose to break the pattern of habits so that we become good cultural carriers and change leaders.

**My goal today was that everyone
in this room have an insight to
why we must work hard with
equality within the Police**

Not how, when or who – but WHY

**So...
...why are you in
the Police?**

