Improving Police/Public Relations and Police Diversity

**Eligible countries:** Belgium, France, the Netherlands, Spain

**Eligible organizations:** Applications will be accepted from legally constituted associations or organisations based in Belgium, France, the Netherlands, Spain. Applications will also be welcomed from individuals. Applications from other Western European countries will be considered where there are relevant, tangible benefits for the countries listed.

**Submission deadline:** 31 May 2017

Having a police service that is representative of the diversity present in the population it polices is one of the things that contributes to increased trustworthiness and mitigates criticism that policing is biased against members of particular groups. At a time when policing is under increasing pressure and scrutiny, and where public expectations of the police to deliver security and safety are higher, determined efforts to increase diversity and representation are more important than they have ever been.

A genuine focus within policing on the recruitment, retention and progression of police officers from currently under-represented groups is timely. This includes people from ethnic or religious minority backgrounds, and women, with a focus on representation at all levels of policing. There is an appetite to further develop networks of officers from minority ethnic backgrounds, as well as creating them where organised groups are not yet in place to support collaboration and highlight the benefits of diversity within police ranks.

Ethnic or other types of diversity within the police can support and provide greater insights in policing, as well as bringing to the fore the skills and experience that can enrich policing, making it more effective and fair for all individuals. Diversity in and of police helps providing security and safety which is inclusive rather than exclusive, while further contributing to cohesion of diverse democratic societies.

The purpose of this call for proposals is to focus on greater inclusion of people from minority ethnic backgrounds and on women in police ranks. It seeks to identify individuals or groups willing to submit ideas for projects that seek to strengthen the presence of ethnic minority and female police officers; to run initiatives that seek to support the recruitment, retention and progression of female officers and officers from ethnic minority backgrounds; to run projects that aim to develop police forces that reflect the diverse populations that they serve.

This call for proposals also seeks to identify individuals or groups willing to submit ideas for projects that seek to directly support improving relationships between police officers and individuals from ethnic minority backgrounds, recognizing that negative or unproductive
relationships with the police is a particularly relevant issue for some individuals and groups in the population.

We will support collaboration among different civil society organisations (CSOs) and actors that work directly with police officers, or who work on policing issues, including where it relates to increased transparency, and access to police data that can improve legitimacy and confidence in the police. **We will particularly support work outside capital cities with a focus on working with both local and national police officers or organisations/groups, including joint initiatives between CSOs and police unions.** Note that applications relating to capital cities will be considered.

**Specific Funding Priorities**

1. developing the scope and/or reach of an existing network to increase the diversity of police
2. creating a network or organised group in the police where there is no similar group already in existence
3. holding local events or developing other practices, based on community/police collaboration, aimed at fostering good relations between the police, women and/or minority ethnic individuals/groups in diverse communities
4. running projects that highlight positive relationships between the police and individuals from minority ethnic backgrounds and/or women, using social media or other traditional media
5. running projects that highlight how negative experiences between the police and individuals from minority ethnic backgrounds and/or women are being challenged and addressed, using social media or other traditional media
6. running projects that use sport, the arts or other means for bringing the police and individuals from minority ethnic/religious backgrounds closer to each other, away from their work environment

The above could include:
- Projects with civil society organisations (CSOs) or that involve CSOs
- Local, national or multi-country initiatives furthering objectives of this call
- Exchanges between police associations’ representatives (physical placements, convenings or visits)
- Capacity-building or organizational development
- Applied research furthering the objectives of this call

**OSIFE will not fund:**
- Operational policing activity
- Political activities

**Application Process**

**Concept Note**
Prior to sending a full proposal, applicants should submit a document of no more than two pages to the Open Society Initiative for Europe, via [this link](#). We will use this ‘concept note’ to determine whether the project meets the priorities of our funding portfolio and provide you with initial comments, if any. If the proposed project fits the funding priorities, applicants may be invited to submit a full proposal. Those invited to submit a full proposal will also receive a budget template to submit.

The full proposal will need to respond to the following questions: The concept note can follow
the same structure, but with less detail.

1. **Which priority/ies does the project target and contribute to?**
What aspect of police/public relations or diversity in policing does the project address? Describe the specific aspects the project aims to address, as well as the opportunities and risks associated with your approach.

2. **Context and prior work**
Outline what has been done about it already, any previous efforts (including research, advocacy or activism) by you or others to tackle the issue(s) at hand, including specific successes or failures, and how your project builds on past lessons learned.

3. **What will you do about the issue(s) and how do you intend to go about it?**
Provide an overview of activities and outputs within the project, including a timeline, methodology and work-plan that maps your suggested pathway to change, based on your theory of how change will be achieved. Describe explicitly the link between your activities and the issue at hand.

4. **Risk management**
Elaborate on the potential risks for your project, and your plans to mitigate them.

5. **Composition of partnership and organizational introduction**
Explain why your organization(s) or the individual applying is/are best positioned to carry out the proposed project. Explain how your efforts will be used to contribute to the local endeavors that support improvements to police/public relations, or to the development of a more diverse police force. Explain how the creation/development/support of/to a police association can strengthen existing diversity and increase it in policing in the short, medium and long term.

6. **Proposed budget and timeframe**
Include an estimated overall project budget and timeframe. If you have already secured (or are negotiating) co-funding, please indicate an amount and source(s). We do not usually fund projects to an amount greater than 33% of an organization’s overall budget (newly established efforts/start-ups are an exception). We will also aim not to provide support of more than 5,000 USD per project month, but note that smaller endeavours will be considered. The total budget available for this call for proposals is 250,000 USD. The usual duration of projects of this nature that we have considered in the past has been between 12 and 36 months.

For further information on the content of this invitation for proposals, please email:
Nick Glynn: nick.glynn@opensocietyfoundations.org
with Anna Defour in cc (anna.defour@opensocietyfoundations.org).