

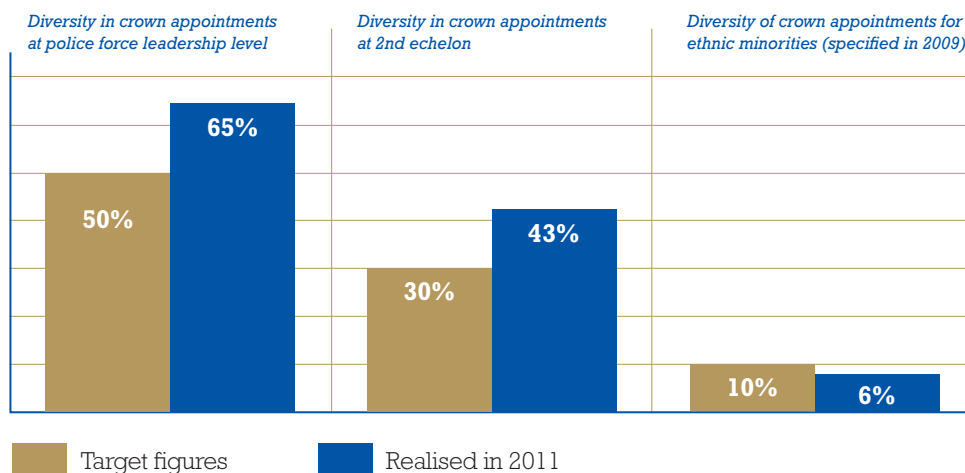


FACTSHEET 2011

ASSIGNMENT

The cooperation programme Politietop Divers ('Diversity in police leadership'), towards a sustainable perspective, was started in February 2008 as an intervention strategy by the Minister of the Interior and Kingdom Relations. Its goal was to achieve the target figures specified in September 2007, in consultation with the police force managers, for crown appointments by 1 February 2011.

TARGET FIGURES



NB Reorganisation appointments negatively affect diversity: of the 12 reorganisation appointments, 11 were given to men and only 1 to a woman.

1. CROWN APPOINTMENTS

Crown appointees (150)	Council of Chiefs of Police (26)	Police forces with diverse leaderships
<p>1-10-2007</p> <ul style="list-style-type: none"> 1 ethnic minority man and 15 women (4 of whom have since departed) 	<p>1-10-2007</p> <ul style="list-style-type: none"> 23 men and 3 women (1 of whom has since departed) women appointees all from outside the police 	<p>1-10-2007</p> <ul style="list-style-type: none"> 11 police forces
<p>1-2-2011</p> <ul style="list-style-type: none"> 31 women (including 1 ethnic minority woman, and 2 ethnic minority men) 12 women from outside the police 	<p>1-2-2011</p> <ul style="list-style-type: none"> 18 men (1 of whom is an ethnic minority) and 7 women For the first time, both internal and external women appointees 	<p>1-2-2011</p> <ul style="list-style-type: none"> 22 police forces
<p>Diversity</p> <ul style="list-style-type: none"> from 8% to 22% 	<p>Diversity</p> <ul style="list-style-type: none"> from 11% to 31% 	<p>Diversity</p> <ul style="list-style-type: none"> from 42% to 85%



2. SEARCH AND CAREER PERSPECTIVE

Setting up a database

- 80 potentials from inside the police force and 200 potentials from outside the police force

Portfolio expansion and career perspective

- 57 persons
- 17 men and 40 women, including 6 with an ethnic background
- 16 from outside the police
- 39 persons have taken up a (new) position in the police force
- 10 persons appointed by the Crown have left the police force

Switching jobs between the Public Prosecutions Service and the police force

- 2 deputy chiefs of police (men) to the Public Prosecutions Service
- 2 (chief) officers (women) to the police

International career perspective for strategic managers

- 4 temporary positions
- 2 appointments
- International job vacancy department set up
- Database of 75 potentials

3. LEADERSHIP DEVELOPMENT

- Leadership programme Police CALL (Community for Authentic Leadership and Learning): 120 participants. Equal numbers of men and women from inside and outside the police force, with 11 percent of participants with an ethnic background.
- Reciprocal mentorship: 50 mentors on strategic level and 50 mentors on tactical level. Pairs are diverse and cross-regional.
- Leadership based on diversity: 8 persons appointed by the Crown have acquired international work-training experience.

4. SUPPORT BASE

- Internal networks: MD consultants, heads of communication, diversity partners, trades unions, female police chiefs and former police chiefs (alumni)
- External networks: Talent to the top, Ethnic Businesswoman of the Year, The Other Businessman, Women Inc., Atana, E-Quality and various specialist recruitment, selection and consultancy firms.
- Lectures and debates: 40
- Digital networks: website www.politietopdivers.nl; average of 7,000 visitors per month. LinkedIn Politietop Divers visitors' group: 100 persons

5. RESEARCH AND PUBLICATIONS

- Publications: 6
Subjects: the careers of female, male and ethnic-based managers and international cooperation.
- Research studies: 12
Subjects: recruitment and selection, opportunities for working internationally, stimulating cultural change, portfolio expansion, management based on diversity and measurement of the effects of Politietop Divers.
- Various articles in (police) professional journals and national and regional media.

Colophon

Politietop Divers, working towards a sustainable perspective, is a joint venture of the Board of Regional Police Force Managers [Korpsbeheerdersberaad], the Public Prosecutions Service, the Council of Chiefs of Police [Raad van Korpschefs], the Directorate General for Public Order and Safety [Directoraat Generaal Veiligheid], the Senior Civil Service (police chiefs) [Algemene Bestuursdienst] and the School for Police Leadership at the Police Academy.

The above results have partly come about thanks to the good cooperation with our partners. There was also intensive cooperation with universities and consultancy firms: Radboud University, the Free University of Amsterdam, the University of Groningen and its Institute for Integration and Social Resilience [Instituut voor Integratie en Sociale Weerbaarheid], Erasmus University, Nijenrode, Twynstra Gudde, Ecorys, Lagerweij and Van der Bunt.

For more information, visit www.politietopdivers.nl