Police e Mardumi (Democratic Policing) Information and Photo Packet
Current Programs

– Police-Community Consultations
– ANP Safety Outreach to Schools
– Police/Justice Sector Mentoring of Afghan Scouts
– Community-Police Sports Program
– “Know Your Community” Briefings by Local NGOs
– Security Issues Seminars for MOI and Parliament
– University Outreach
– Access to Police Stations
– NGO Mentoring of Women Police
– Best Practices Documentary
– Information Desks and Legal Awareness Training
Police-Community Consultations

Police-Community consultations help police understand the needs of the community and the people's expectations of them, overcome misconceptions, and encourage joint problem solving and cooperation on security.

**Status:** Consultation projects sponsored by LOTFA, the US Embassy, and GIZ have reached Kabul, Nangarhar, Kandahar, and the northeastern provinces, primarily implemented by the Afghan organizations ACSF, SDO, Tadbeer, and CACSS. Programs will expand soon to Herat, Bamiyan, Daikundi, Parwan and Panjshir.

**Best Practices:** NGO moderation, confidence building exercises and expectation-setting, development of a joint action plan for security, MOU as source of reference of each party to fulfill their obligations, follow-up discussions to track implementation, use of existing consultative bodies, and standing mechanism to continue consultations after project ends.

**Challenges:** Consistent police participation; integration of women directly or in parallel meetings; involvement of local media/religious leaders to publicize agreements and press for fulfillment of commitments.
Community-Police Consultations in Kabul, Nangarhar, and Kandahar
Consultations in Nangarhar
Safety Outreach to Schools

Safety briefings to schools shows youth (and indirectly, families) that police provide a valuable service as well as raising awareness of both police and children about safety issues. Pilots show that police are visibly proud of their role as mentors and in helping keep children safe, potentially contributing to job satisfaction and retention, and increased sensitivity to youth in the community.

Status: Some ad hoc efforts around country; formal LOTFA program for 60 districts will begin Spring 2012.

Best Practices: Train police on content and how to brief children in advance
Challenges: Coordination with education departments to avoid burden on school time or increased risk to schools; collection of existing teaching materials/curricula for first aid, IEDs, etc.
IED Briefing to Kunar Schools
Police/Justice Agency Mentoring of Scouts

As a lead-up to safety outreach to schools, ANP are providing safety and ROL mentoring for boy and girl scouts. (Scouts programs provide opportunities for youth at high risk of recruitment into extremism.) Scouts will then teach the material to other youth, under guidance of their ANP mentors, as part of a Safety and Rule of Law merit badge program. Involvement of justice agencies also offers opportunity to strengthen their relationships with police.

Status: PARSA, funded by the US Embassy, trains the police and prosecutors on how and what to teach the Scouts in Kabul, Bamiyan, and Chegcheran. Participating police can attend Scoutmaster course to develop youth outreach skills. Fire, Traffic and Medical police already involved; justice sector just beginning participation with support from JSSP. Expansion desired for Jalalabad and Helmand.

Best Practices: Practical exercises rather than classroom briefings
Challenges: Assignment of dedicated personnel to serve as mentors; need for materials
Fire Police Train Scouts (Kabul, 2012)
Fire Police Train Scouts (Kabul, 2012)
Mentor Program Opening Ceremonies
(Kabul, Bamiyan, Chegcheran, 2012)
Women Police Assist Afghan Scout Challenge (2011)
Medical Police participate in Scout First Aid Training (Kabul, 2012)
Community-Police Sports programs build communication and trust between police and the people, as well as reinforcing basic values of discipline, code of conduct, teamwork, fitness, and anti-drug. These programs can also help encourage recruitment from amateur athlete communities, attracting higher quality candidates.

**Status:** LOTFA and the US Embassy are sponsoring AANU, SCWO, and ALSDO to provide training and equipment for joint community-police teams, which then compete against other existing community teams like high schools, universities, and sports clubs. The programs cover 8 provincial HQs and selected districts in Kabul, Nangarhar, Kandahar, Herat, Panjshir, and Parwan.

**Best Practices:** All teams should be mixed; some training venues away from stations to get police out into community; widespread media coverage; strong participation from commanders and officials

**Challenges:** Inviting other PeM stakeholders to events; documenting/media coverage of relationship improvements not just the events; integrating police practice into the interactions (like safety training, 119 awareness, code of conduct)
Police Community Sports
(Various Provinces, 2010-2012)
Police Community Sports
Know Your Community: Local NGO briefings for ANP

NGOs can provide specialized information on their own issue areas that increases police skills and public confidence. The interaction can also create mechanisms for accountability and community recognition of good behavior, as well as improved referral to victim services by police.

Status: Afghan NGOs have been involved in a variety of independent efforts. LOTFA is working to strengthen those and provide access to police for a wider range of local civil society actors. Request for proposals in process.

Best Practices: Encouragement of police to seek advice/assistance from civil society on cases on continuing basis; recognition certificates from NGOs for positive police actions

Challenges: Identification of local organizations who want to participate and quality control of what they would brief; grants availability to enable small follow-on projects; access to police
Security Issues Seminars for MOI, Parliament

Engagement with the community is not just a grassroots activity: security issues seminars for senior MOI officials, Parliament, and scholars from research institutes foster wider dialogue on national security policy and the growth of interagency working relationships.

**Status:** LOTFA sponsors Qara Consulting to arrange a series of seminars in Kabul and three provinces, inviting expert scholars to engage MPs and senior MOI officials in dialogues on innovative solutions to security challenges. The program also informs officials about the quality of research and analysis that can be provided by independent Afghan think tanks.

**Best Practices:** MPs eager to engage Ministry on security policy—this is a new and attractive channel for informal networking

**Challenges:** Ownership by relevant MOI departments—outside analysis may be seen as threat rather than a resource
Security Issues Seminars
University outreach

Relationships between university communities and the ANP who provide campus security are exceptionally tense, and the perceptions of police by students and faculty is very negative. At the same time, universities have few courses relating to security policy. Consultations and safety briefings can be used to improve relations between ANP and university communities, especially student organizations. Regular forums for students to engage with MOI and ANP leadership can increase understanding of security policy and security forces among students and faculty, and build civilian capacity for management of security reform. It might also contribute to increasing recruitment of college graduates into ANSF leadership positions.

**Status:** Some student groups have successfully engaged their district police for support of student demonstrations. LOTFA is working to expand in institutionalize these efforts at Afghan universities—contracting process in progress.

**Best Practices:** Engage senior university leadership and active student groups

**Challenges:** Finding common ground that would attract participation of both students and ANP
Access to Police Stations

Communities can lay the foundation for access to police, police accountability, and cooperation by participating in monitoring of police station construction. Community monitoring groups track construction quality and report back to communities and ANP on progress. This shows police that the communities are concerned for their welfare and capacity, but also that they are actively involved in monitoring police activities. This is especially relevant for stations that are adding women’s annexes for Family Response Units; to prevent those spaces from being reassigned, communities must show commanders that they are a priority.

**Status:** UNAMA, NTM-A, women’s NGOs, and FRUs are working together to ensure that women’s annexes to police stations are used as intended. Integrity Watch Afghanistan sponsors community groups to monitor construction projects and will encourage communities to include police stations in their oversight activities.

**Best Practices:** Collaboration between Engineering and women’s groups to define needs for women access to police stations

**Challenges:** Community monitoring groups may be reluctant to do oversight of police stations
NGO Mentoring of Women Police

Police women currently make up less than 1% of the total police force in Afghanistan, yet they could be pivotal in securing women’s access to justice as a part of Family Response Units and Democratic Policing. MOI has a recruitment target of 5,000 women, but police women are underutilized in their work and have major barriers in performing their duties. A program combining awareness raising of the role of female police among police commanders and communities, and mentoring efforts to help professionalize and support female police can change this situation.

**Status:** LOTFA will sponsor a consortium of women’s NGOS to provide mentorship and support services to police women and awareness raising for communities and male police in four urban locations in Afghanistan: Jalalabd, Herat, Kabul, and Mazar-e-Sharif. Each of the consortium members has been working to promote women’s participation in society, women’s access to justice, and has previous experience working with the police.

**Best Practices:** Draw on strengths and interests of credible organizations to design realistic goals; encourage collaborative approach with division of labor between diverse organizations

**Challenges:** MOI commitment to action on the specific cases identified by the consortium
Information Desks

A basic function of the police is to collect reports and complaints for action. ANP are also a natural place to disseminate information about and referral to government services to citizens. However, the police have no facilities, infrastructure, or information to respond to inquiries and complaints from the public. Improved access to a single point of contact in the police station would improve capacity of the police to provide basis services.

**Status:** Funded by LOTFA, CACSS is establishing Information Desks in thirty-one district police stations in Herat, Nangarhar and Kabul Provinces and will provide thirty days of computer training and ten days of technical training to the info desk staff.

**Best Practices:** Police agreement with the concept in advance of training

**Challenges:** Standardized systems and infrastructure for police to provide information.
Best Practices Documentary

Most citizens are unaware of PeM efforts and do not have the expectation that they should be able to consult with their police forces and hold them accountable for their behavior. An audio/video documentary documenting the different models of community-police engagement can be used to disseminate best practices and educate ANP and citizens on the opportunities for community consultation and engagement. Citizens can build from these examples of existing, successful experiments, and refine them for their own communities.

**Status:** LOTFA is sponsoring Certe to create a documentary of police-community engagement best practices. Development of the film is ongoing.

**Best Practices:** Sharing of footage collected by implementers

**Challenges:** Coordination with ongoing activities to get live footage; how to pull out a coherent story and successful models from the barrage of activity
Institutionalizing Police e Mardumi

• MOI established a Police e Mardumi Secretariat in the office of the Chief of Staff to serve as the interface with Civil Society and to coordinate MOI departments involved in PeM
  – The Secretariat hosts a monthly coordination meeting for about 50 MOI departments, Afghan civil society organizations, and International Community stakeholders. It features presentations from organizations conducting PeM projects, and discussion on MOI management of PeM.
  – The Secretariat will identify and share best practices on community police engagement activities, and address common challenges in implementation
  – Information is disseminated to external stakeholders through the Police-e-Mardumi google group.

• MOI Training Department is working to integrate democratic policing principles into existing ANP curricula, and to establish specific PeM training to be delivered by a cadre of Afghan trainers

• AUP is establishing dedicated PeM Units in collaboration with EUPOL to lead activities in 7 provinces

• Police e Mardumi also offers an entry point for strengthening women police:
  – Creates framework for utilizing women police in professional, but culturally acceptable, roles
  – Creates opportunities for women police to build alliances with communities
International Community Support to PeM

- Support for Civil Society-led Engagement Projects: Funding provided by LOTFA, NTM-A, GIZ, the EU, and several international Embassy grants programs provides opportunities for police and people to build positive, lasting relationships around security issues.
- Advisory Support at MOI Level: LOTFA, NTM-A, EUPOL, and SSMI provide advisors to several components of PeM, but currently there is no dedicated advisory support to the PeM Secretariat.
- Training and Advising at Provincial and District Levels: EUPOL Outreach Program for the PeM units, Staff College Commander’s Course with Community Policing module, etc.
- Numerous interagency advisory groups also include components relevant to Democratic Policing (Oversight and Accountability Working Group, IRWG, etc.) This will assist in development of strategies, procedures, legal framework, and media and communications for PeM.
- NTM-A is working with MOI to develop a Ministerial Development Plan for both PeM and Intelligence Led Policing to prepare for transition.
- Numerous related programs are working to strengthen access to justice for citizens and rule of law, including cooperation between police and the justice sector, victims services, and human and civil rights training.