

DISCUSSION PAPER**JHA EXPERT GROUP ON DIVERSITY AND INCLUSION****5 JULY 2019**

Diversity and inclusion are of high importance to JHA Agencies, both internally to ensure the well-being of a workforce that is by nature very diverse (comprising men and women with a different cultural, linguistic, professional or personal background) and in their work in the areas of freedom, justice and security.

In their meeting of 28 November 2018, the Heads of JHA Agencies agreed on the need for the JHA agencies to step up the efforts to mainstream gender into their internal structures and procedures as well as in their core activities. They encouraged the adoption of gender equality and diversity action plans; called for the JHA agencies to intensify their cooperation in mainstreaming gender into the areas of freedom, security and justice; and recommended exploring possibilities for inter-agency actions on the matter.

Building on their recommendations, Europol selected 'diversity and inclusion' (D&I) as one of the priorities for its 2019 chairmanship of the JHA Agency Network. The objective is to identify concrete steps to achieve the recommendations from 2018, and open the reflexion to other aspects of diversity relevant to JHA agencies. Topics to be addressed may include gender, sexual orientation, cultural background, age, disabilities, and other relevant aspects as per the specificities of each agency (in line with the D&I Strategy for Commission Staff published by the EU Commission in July 2017¹).

The Expert Group, in its meeting of 5 July, will seek to identify concrete steps for the implementation of the 2019 priority on D&I and formulate recommendations for inclusions in the end of year report.

1. Fostering diversity and inclusion into the internal structures and procedures of the JHA Agencies

On 13 May 2019, Europol launched a survey aimed at understanding how JHA agencies approach Diversity & Inclusion; 8 agencies replied. The results (attached) show that most agencies do reflect on the matter, although the scope and approach may vary among the agencies. Overall, diversity appears

¹ C(2017)5300 final – A better workplace for all: from equal opportunities towards diversity and inclusion.

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to be primarily considered from a gender and nationality perspective with less emphasis on other aspects of diversity (e.g. disability, age, sexual orientation).

Best practices highlighted in the survey include:

- Public statement on D&I and/or equal opportunity (5 agencies)
- D&I reflected in the internal code of conduct (5 agencies)
- D&I upheld as organisational core value (2 agencies)
- Diversity leveraged in the employees competency framework and performance appraisals for all categories of staff (3 agencies)
- Systematic gender and diversity review of internal policies (4 agencies)
- Official D&I strategy/framework (1 agency + in preparation in 2 other agencies)
- Internal networks of staff entrusted to support the reflection on D&I matters and the concrete implementation of related activities (2 agencies)
- Diversity Commitment Statement signed by Senior Management (1 agency)

Guiding questions

1. In July 2017, the EU Commission adopted an internal Diversity and Inclusion Strategy.² The document follows a modern approach acknowledging that inclusion has a different meaning for different groups and therefore proposing measures targeted to specific groups (i.e. women, staff with disabilities, LGBTI staff, and older staff). Could JHA agencies adopt such an approach? If yes, what aspects of diversity should be considered?

2. Could some of the best practices identified in the survey be replicated by other/in all JHA Agencies? Do you have experience with/recommendations for other best practises (e.g. mentorship programmes)?

4. How can JHA agencies support each other to build awareness on Diversity & Inclusion among their staff and foster gender, diversity and inclusion in their internal structures and procedures? Could awareness/training material developed in your agency be made available to others? Could joint activities be considered (e.g. handbook on diversity & Inclusion)?

5. Should we consider drafting a joint declaration of the Heads of JHA Agencies on Diversity and Inclusion?

² Ibid.

2. Mainstreaming gender and diversity into the areas of freedom, justice and security (through integration in our core products and services)

This topic was not covered in the survey launched on 13 May. Discussions will aim to share experiences on the matter, highlight best practices, identify potential areas for inter-agency actions supporting that effort (in particular regarding awareness and capacity building) and formulates recommendations for the end of the year report.

Guiding questions

1. Has your agency developed specific code of conducts/rules applying to its operations or external activities? Are diversity and fundamental rights concerns reflected?
2. Are staff members engaging in external activities provided with guidance related to the field of deployments? If yes, are specific diversity concerns reflected (e.g. religion, LGBT rights) ?
3. Has you agency implemented specific training programmes aimed at mainstreaming gender and diversity in the core activities of the agency?
4. Has your agency adopted specific guidelines for diversity sensitive communication?
5. How can JHA agencies support each other to mainstream gender and diversity in their core products and services? Could awareness/training material developed in your agency be made available to others? Could joint activities be considered (e.g. development of training material on diversity & inclusion in deployments)?