

# IPCAN

INDEPENDENT POLICE COMPLAINTS  
• AUTHORITIES' NETWORK •

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5<sup>TH</sup>  
IPCAN Seminar

Biographies

# 5<sup>TH</sup> IPCAN Seminar

## Levent Altan

Executive director, Victim Support Europe

Levent is responsible for providing overall leadership, strategic direction and management of the organisation. He has been Executive Director of Victim Support Europe since November 2014. Before joining Victim Support Europe, he worked as Principal Legal Advisor at Milieu Ltd, a multi-disciplinary consultancy, where led a team running various multi-country projects on justice and home affairs. He worked twice for the European Commission (DG Justice) as a national expert. During that time he was responsible for drafting and negotiating the EU Directive establishing minimum standards on the rights, support and protection of victims of crime. Prior to this, Levent had been working for around 10 years as a UK civil servant in the Ministry of Justice, the Home Office and the Cabinet Office.

## Claudine Angeli-Troccaz

Deputy to the Defender of Rights for the conduct of security services, Vice President of the college in charge of the conduct of security services, France

After passing the bar exam, Claudine Angeli-Troccaz was admitted to the National School of Magistracy and started her career as a judge responsible for the enforcement of sentences in the Tribunal de Grande Instance (first instance court) of Evreux. After working in the directorate of judicial services in the Ministry of Justice, she was appointed to the General Inspectorate of Judicial Services where she was responsible for disciplinary files or files related to the functioning of jurisdictions. Assigned in 2009 to the Chamber of Instruction of the Paris Court of Appeal as General Deputy, Claudine Angeli-Troccaz was since 2012 the Deputy General Advocate, more specifically tasked with terrorism proceedings and cases related to judicial police officers or state officials.

Besides, she was responsible for the service of judicial police officers, in charge of habilitation proceedings and of the discipline for the jurisdiction of the Paris Court of Appeal. Claudine Angeli-Troccaz was appointed Deputy Defender of Rights, in charge of the conduct of security services, on 14 November 2014.

## Hélène Balazard

“Policité” Project, Researcher in Political Science, EVS Laboratory, University of Lyon, France

Hélène Balazard is a political science researcher at the EVS laboratory of the University of Lyon and a public works engineer. In her thesis, she studied community organizing in London and participated in the creation of the Alliance Citoyenne in Grenoble. After positions at CEREMA, CNRS and Queen Mary University of London, she worked at ENTPE (National School of Public Works of the State). She develops research and courses in interaction with civil society on citizen participation and discrimination in working class neighborhoods. She is a member of the DREAM collective (Discriminations, Racism, Engagements and Mobilizations) and of the PoliCité research program.

## Julia Thorsøe Ballaschk

Senior Expert, Center for Data Protection, Danish National Police, Denmark

Julia Thorsøe Ballaschk is a Senior Expert in the Center for Data Protection in the Danish National Police. She works on the intersection between law and technology, building data collection, sharing and analysis software that respects and reinforces privacy, security, and data protection principles while living up to law enforcement operational needs. Before joining the police, she has worked as an EU Advisor in the Danish Parliament. Julia Thorsøe Ballaschk holds a PhD in law from the University of Copenhagen. In her PhD-thesis she researched the effects of interoperability of EU information systems on the right to data protection. Julia Ballaschk earned her LL.M.-degree at the School of Oriental and African Studies at the University of London and holds a BA in International Relations from the Technical University of Dresden.

## Anja Bienert

Senior Programme Officer, Amnesty International, the Netherlands

Dr. Anja Bienert studied law in Cologne and Lausanne (1994) and has a PhD in criminal procedure (1996) and a Master's degree in humanitarian assistance (1998). She has many years of work experience in the area of humanitarian assistance and security issues in various countries affected by non-international armed conflicts and other situations of violence: As an expert for the European Commission's Humanitarian Office (ECHO) from 1998 to 2002, she worked in Mali and Burundi and, as a delegate of the International Committee of the Red Cross (ICRC), in Peru, Myanmar, South-Sudan and Zimbabwe from 2003 to 2008. From 2008-2011, Dr. Bienert acted as a Geneva-based ICRC advisor for headquarters and ICRC delegations worldwide on issues related to police and security forces

Since March 2011, she is in charge of the Police and Human Rights Programme of the Dutch Section of Amnesty International. Dr. Bienert regularly participates in international conferences and peer reviews (UN, EUFRA, OSCE) and is a Member of the OSCE/ODIHR Panel of Experts on Freedom of Peaceful Assembly. Among her last publications: “To serve and to protect – Human rights and humanitarian law for police and security forces”, ICRC, 2nd edition, Geneva 2014;

Policing assemblies, AINL PHRP short paper series No. 1, Amsterdam 2013; Use of Force: Guidelines for implementation of the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, AINL, Amsterdam 2015 etc.

## Bas Böing

Operational Specialist, National Police, the Netherlands

Bas Böing works for the Dutch politie in Amsterdam. He is programme leader of one of what he believes is the most intriguing and challenging issues of this time - dealing with unlawful and racial profiling, as this issue concerns many people in the communities the police serves. In order to deliver fair and effective police practices, Mr. Böing and his team are making all kinds of arrangements throughout the organization, from coaching individuals at the operational level to developing training and changing policies and procedures at the strategic level. They also make adaptations in technology to influence behavior.

## Sarah Chander

Senior Advocacy Officer, European Network Against Racism (ENAR)

Sarah Chander is Senior Advocacy Officer at the European Network Against Racism (ENAR), the only pan-European network of grassroots anti-racist organisations. Sarah Chander works to advocate for laws, policies, movements and practices toward racial equality. Her areas of work include advocating for pro-equality measures in the field of equality data collection, hate crimes and speech, diversity and employment, racial profiling, and intersectionality, and ultimately dismantling structural inequality aligned with race. Previously, she worked on employment and education policy for the United Kingdom government, as well as activism for the end of immigration detention.

# Patrick Charlier

Member of the Management Board, Equinet

Patrick Charlier holds a degree in law. He has previously worked for the Liga voor Mensenrechten (Human Rights League), first as legal adviser (1992-1996), and then as director (1996-2001). In 2001, he joined Unia, where he has held various positions: originally in the Department of Racism and the Migration Observatory, later as coordinator of the Department of Discrimination. Patrick Charlier is also a Member of the Management board of Equinet since 2015.

# Rebekah Delsol

Senior managing policy officer for ethnic profiling, Open Society Justice Initiative, Open Society Foundations

Rebekah Delsol is the Program Manager for the Justice Initiative's Fair and Effective Policing (FEP) project. The FEP project works to improve police relations with diverse communities through supporting dialogue, leadership and innovation based in collaborative alliances between police professionals, academics, regional institutions and civil society. Rebekah holds a PhD from the University of Warwick based on a comparative study of stop and search practices in the UK and US. She has written and presented widely on stop and search, racism, equality and policing and most recently co-edited, "Stop and Search: The Anatomy of a Police Power" (Palgrave, 2015) and co-written, "The Colour of Injustice: 'Race,' Drugs and Law Enforcement in England and Wales (StopWatch 2018).

# Marc André Dowd

Commissioner for police ethics, IPCAN member, Québec, Canada

Marc-André Dowd is a lawyer, member of the Quebec Bar since 1997. He holds a Bachelor of Law from Laval University and a Master's degree in Public Management from l'École nationale d'administration publique (ÉNAP).

He began his career as Vice-President of the Permanent Youth Council. He then worked at the Commission of person's rights and youth rights (CDPDJ) for 13 years, where he successively served as law clerk, litigation lawyer, Executive Assistant to the President, Director of Investigations and finally, Vice-President of the Commission, in charge of the application of the Charter of Human Rights and Freedoms. He then joined the Québec Ombudsman, as Deputy Ombudsman - Prevention and Innovation, where he was in charge of this institution's special investigations and systemic interventions. Since March 13, 2017, he is the new Police Ethics Commissioner.

Among his significant professional achievements, there is the development of the CDPDJ approach in matters of racial and social profiling. At the Québec Ombudsman, Me Dowd has developed specific expertise with regard to the respect of the rights of vulnerable and/or marginalized client groups.

# Daniel Drewer

Data Protection Officer and Head of the Data Protection Unit, Europol

Daniel Drewer is the Data Protection Officer and Head of the Data Protection Unit at Europol. He grew up in Hamburg and, following his family, he lived for five years in Moscow where he attended the German International School. He fulfilled his military service at the German Ministry of Defense in Bonn. He holds a Master of Law from the University of Hamburg. Prior to starting his further professional education at the Hanseatic Court in Hamburg, Daniel Drewer worked as a contract lawyer for a major media group.

He joined the Legal Service at Europol in 2003 acting, inter alia, as Confidentiality Officer with responsibility for the handling of classified information, accreditation of IT systems and security clearances as well as data protection. He was appointed as Head of the Information Integrity Unit in 2007, responsible for data protection and data security compliance. Since 2010, he fulfils the assurance function of Data Protection Officer and is the Head of Europol's Data Protection Unit.

Daniel Drewer publishes regularly in the Oxford Law Journal Computer Law & Security Review. He contributes as a speaker to numerous international data protection conferences. He is lecturer to the Certification Course for Data Protection Officers at the European Institute for Public Administration (EIPA) and the summer course on criminal law at the Academy for European Law (ERA).

Since 2015 Daniel Drewer champions the Europol Data Protection Experts Network (EDEN).

# Karoline Fernandez de la Hoz

Spanish Observatory on racism and xenophobia (OBERAXE), Ministry of labour, migrations and social security, Spain

Karoline Fernández de la Hoz is the Director of the Spanish Observatory on Racism and Xenophobia (OBERAXE) at the Secretary of State of Migrations of the Ministry of Labour, Migrations and Social Security of Spain, since March 2015. She is medical epidemiologist by training and served in different positions related to international issues in national and EU institutions.

As Director of OBERAXE she is responsible for: collecting and analysing information on racism and xenophobia in Spain to provide information for action; promoting the principle of equal treatment and non-discrimination and the fight against racism and xenophobia by developing programs and projects in different areas; and collaborating with public and private, national and international institutions related to the prevention and fight against racism and xenophobia. OBERAXE publishes annually a national survey and its associated report on the "opinions and attitudes of the Spanish population about immigrants", and participates in different EU funded projects such as PROXIMITY «Policing against racism, xenophobia and other forms of intolerance».

The Oberaxe is representing Spain in the European Fundamental Rights Agency (FRA), the ODHIR, the EU High Level Group on Combating Racism and Xenophobia and other forms of Intolerance, among others.

# Olivier Fillieule

Professor of political sociology, Political Studies Institute of Lausanne

Olivier Fillieule is senior researcher at CNRS (research associate at CESSP-Paris) and currently professor of political sociology at the Institute of Political and International Studies of the University of Lausanne (UNIL-IEPI) of which he was director from 2008 to 2011. He has been Jean Monnet fellow at the IUE (Florence, IT) in 1996-1997 and invited researcher at Berkeley university (2000) and New York University (2009). In 2011, he was awarded the Mattei Dogan prize by the French Political Science Association, in recognition of his contribution to the advancement of political science. Mr. Fillieule co-founded two research groups which have played an important role in the production and dissemination of research on social movements in Europe: the GERMM (Study Group on Contemporary Activism in 1994 in France and the CRAPUL (Research center on political action) in 2002 in Switzerland.

He has also taken an active part to the creation of the ECPR Standing Group on Political Sociology which provides a forum for researchers applying sociological approaches to study political facts in order to promote these approaches in political sciences. Among his last publications: (With E. Neveu) *Activists Forever. The Long-Term Impact of Political Activism in Context*, Cambridge, Cambridge University Press, 2018; (With Pascal Viot and Gilles Descloux), "Vers un modèle européen de gestion policière des foules protestataires?", *Revue française de science politique*, vol 66, n°2, 2018: 295-310; (With Fabien Jobard), «Le splendide isolement des forces françaises de maintien de l'ordre» in Jérémie Gauthier and Fabien Jobard (dir.), *Police. Questions sensibles, La vie des idées*, PUF, Paris, 2018.

# Sarah Green

Regional Director for the South East of England, Independent Office for Police Conduct (IOPC), IPCAN member, United Kingdom

Sarah was Deputy Chair of the IPCC before taking up her role as a Regional Director for the IOPC. Like all operational Commissioners, Sarah Green was responsible for providing independent oversight of and taking ultimate responsibility for investigations, casework and the promotion of public confidence in the complaints system.

Prior to joining the IPCC, Sarah was Head of Legal Services at the East of England Development Agency. Before that, she was area solicitor for the eastern

region of the Legal Aid Board and then held a number of senior management roles nationally within the Legal Services Commission.

Before moving to the public sector, she worked as a litigator for a large solicitors' firm representing trade union clients, including leading a national team responsible for private criminal prosecutions on behalf of public sector employees assaulted at work.

## Sophie Hatt

**Director of National Police active services, Direction for international cooperation, Ministry of interior, France**

Sophie Hatt is the Director of National Police active services. She started her career in 1993 as a police commissioner and then worked at several positions at the Paris Police prefecture. She worked at the "renseignements généraux" (French internal security police) in Marseille, then Bastia, as a representative of the internal security services coordinator. In 2012, she was appointed head of the security group at the French Presidency. Since March 2017, she is director of international cooperation.

## Aydan Iyigüngör

**Project Manager, EU Agency for Fundamental Rights**

Aydan Iyigüngoer areas of expertise with respect to the FRA's work include: human rights education and training, police and borders, media and diversity.

She has 11 years of experience in democratization and participation, governance and institution building in the field of justice and home affairs, minority rights, human rights education and training. She previously worked for the Organization for Security and Co-operation in Europe (OSCE), the EU in the enlargement context and the Austrian Development Agency (ADA) in Bosnia and Herzegovina, Turkey and the EU.

She holds an MA in political science.

## Momodou Malcolm Jallow

**Member of the Swedish Parliament, member of the Committee on Equality and Non-Discrimination of the Parliamentary Assembly of the Council of Europe**

Momodou Malcolm Jallow is a member of the Swedish Parliament, and since January 2019, he is a member of the Committee on Equality and Non-Discrimination and of the Sub-committee on the Rights of Minorities of the Parliamentary Assembly of the Council of Europe.

## Katarzyna Janicka-Pawlowska

**Team leader on victim's rights, European Commission, directorate-general justice**

Katarzyna Janicka-Pawlowska is heading a Victims' Rights Team in DG Justice, European Commission. She is leading in DG Justice on victims' rights policy, including enforcement of the EU rules, policy development and mainstreaming of the victims' rights policy in the areas such as, victims of terrorism, anti-trafficking of human beings, countering gender-based violence, countering hate crime and protection of child victims. In addition, in November 2017 Katarzyna Janicka-Pawlowska has been assigned to support and advice Special Adviser to President Juncker on compensation to victims of crime – Joëlle Milquet. Katarzyna Janicka-Pawlowska is also contributing to the Brexit negotiations in the area of judicial cooperation in criminal matters.

Katarzyna Janicka-Pawlowska joined the European Commission in 2002 and since then has contributed to the enlargement of the European Union, completion of the single market, including digital single market, economic relation between the Union and third countries, the EU transparency and open data policy, non-discrimination and EU criminal law. She has contributed to the enactment and enforcement of several EU legal acts in these domains. Katarzyna Janicka-Pawlowska has an extensive expertise in the EU decision-making and in the enforcement of EU law.

Katarzyna Janicka-Pawlowska has an LL.M. in European law from the College of Europe, Bruges and a master of law degree of the Warsaw University. She

has also a Diploma in English Law and the Law of the EU from the Cambridge University. She has also studied French law at the Law Faculty in University of Orléans in France. She was born in Poland; she is fluent in Polish, English, French and Spanish.

## Fabien Jobard

**Research Professor, National centre of scientific research (CNRS), France**

Fabien Jobard, PhD in political science (1998), is research director at the CNRS (National centre for scientific research) and at the Centre de recherches sociologiques sur le droit et les institutions pénales (CESDIP; UMR CNRS 8183). He works on police issues, based on quantitative surveys or observations and interviews in the police services, as well as on criminal justice issues, particularly from a Franco-German perspective. Among his last publications: (direction, with Daniel Schönplflug), Politische Gewalt im urbanen Raum. Oldenbourg : De Gruyter, 2019 ; (Direction, with Jérémie Gauthier) Police. Questions sensibles. Paris : Presses Universitaires de France, 2018 ; (With Jacques de Maillard) Sociologie de la police. Organisation politique réforme. Paris : Armand Colin, coll. « U Sociologie », 2015.

## Elizabeth Johnston

**Executive Director, European Forum for Urban Security (EFUS)**

Elizabeth JOHNSTON is the Executive Director of the European Forum for Urban Security (Efus), a network and think tank gathering 250 local and regional authorities. She is also Executive Director of the French Forum for Urban Security. In addition, she is a member of the Advisory Board of the Global Parliament of Mayors, an official associate of the University of Liege (Belgium) and invited lecturer at Sciences Po Paris. Prior to this, and after beginning her career at a French local authority, Elizabeth Johnston served as Programme Director at the French-American Foundation, and as Violence Prevention Expert at the World Bank, in Washington. She holds degrees in Law from Assas University (France), in Political Science from Yale University (United-States) and in Public Policy from Marne-La-Vallée University (France).

## Caroline Kerschbaumer

**CEO, ZARA - Zivilcourage und Anti-Rassismus-Arbeit (Civil courage and anti-racism work), Austria**

Caroline Kerschbaumer is the CEO of the organisation ZARA – civil courage and anti-racism work and the head of the counselling units at ZARA (Counselling unit for victims and witnesses of racist discrimination and Counselling unit against online hate). She is a lawyer and a graduate from the European Master for Human Rights and Democratisation. Before that she worked as a lecturer and researcher at the University of Vienna, at a lawyer's office as well as in the Austrian NPM (National Prevention Mechanism).

## Robert Kusche

**Managing Director, RAA Sachsen, e.V., Germany**

Robert Kusche holds a Master of Arts in East European Studies, a Bachelor of Arts in Political Science and an Executive Master in Public Management. Robert is interested in organisational development, innovation and capacity building and his particular areas of focus are human rights, hate crimes and democratisation. He is currently working as Managing Director of RAA Sachsen e.V., an association which supports victims of hate crimes and implements innovative educational and social projects. As a board member of the Bundesverband der Beratungsstellen für Betroffene rechter, rassistischer und antisemitischer Gewalt (VBRG), he is committed to make right-wing violence visible and to strengthen victims.

# Michel Labbé

Head of the General Inspectorate of the National Gendarmerie, France

Lieutenant General Michel LABBE was born on 13 February 1959 in Dinard (35). After completing scientific and legal studies, he joined the gendarmerie in 1981. He alternated between operational command and control functions in the fields of security and public order (he was in charge of the department of South Corsica and the Limousin gendarmerie region) and responsibilities in design and control functions in central administration in the fields of information and communication systems and human resources. He served as a project manager to the Gendarmerie Advisor in the Office of the Minister of the Interior on two occasions.

As a project manager in the General Inspectorate of Administration of the Ministry of the Interior, he became Head of the General Inspectorate of the National Gendarmerie in 2018.

Auditor of the inter-ministerial cycle of State management and the defence management training centre, he is an officer of the Legion of Honour and Commander of the National Order of Merit.

# Elise Lassus

Research Officer, EU Agency for Fundamental Rights

Elise Lassus works as a researcher in the Research and Data Unit. Her areas of expertise with respect to the FRA's work include: privacy and data protection legal frameworks, as well as research and analysis on topics linked to information society and new technologies. Prior to joining FRA in 2014, she worked at the European Commission on policies related to the fight against discrimination and consumer protection. She studied foreign languages and civilizations, and holds masters degrees in human rights, European studies and political science, with a focus on religions and societies.

# Keith Leahy

Police Officer, Metropolitan Police, United Kingdom

Sergeant Keith Leahy has been Police Officer in the Metropolitan Police, London for almost 30 years. After 7 years response Policing, in an Inner City area of South London, Keith was deployed to the Territorial Support Group, specializing in Public Order operations, including protests, football and serious public disorder.

He has spent most of his remaining career working in various aspects of Public Order. In 2012, Keith was asked to develop the new tactic of Police Liaison Teams (PLT). Command Teams now consider PLT to be a vital aspect of Public Order Operations. Keith has been involved in the training of Officers in the Metropolitan Police, British Transport Police, other regional Police Forces as well as the Police Service of Northern Ireland. He is regarded as the country's most operationally experienced Officer, in the role of PLT, and has been asked to share this experience with Law Enforcement Agency's around the world. Keith now leads the Metropolitan Police Liaison Gateway Team, dedicated to improving engagement with protest groups and safeguarding their right to peaceful protest. In his spare time, Keith enjoys playing golf and supporting Liverpool Football Club.

# Käti Mägi

Advisor, Chancellor of Justice, IPCAN member, Estonia

Käti Mägi works as an adviser in the Office of the Chancellor of Justice, in the Inspection Visits Department. She is responsible for matters related to imprisonment and police detention (incl. foreigners). She mainly carries out inspection visits and resolves complaints as well as prepares materials for the constitutional review proceedings regarding the aforementioned topics. Prior to working at the Office of the Chancellor of Justice, Ms. Mägi worked as a lawyer at the Ministry of Foreign Affairs, concentrating on the proceedings before the European Court of Human Rights and Court of Justice of the European Union.

# David Martin

Sergent, Fuenlabrada municipal Police, Spain

David Martín Abánades, Intercultural Cities Programme Expert Consultant (Council of Europe), Local Police Inspector (Spain). Graduated in Law from Universidad Nacional de Educación a Distancia (UNED) and Master's Degree in Human Rights, Democracy and Globalization at the Universitat Oberta de Catalunya (UOC). Master final work Identifications and discriminatory police records. State of the matter in Spain.

Mr. Martin joined the Local Police of Fuenlabrada in 1996 and since 2007; he is working on issues of security and social diversity, discrimination and improvement of relations between police and minority groups, launching in 2008 the first Police Diversity Management Team in Spain. From 2016 until the end of 2018, he was in charge of setting up the Diversity Management Unit of the Madrid Municipal Police (6000 police officers).

He has collaborated as a police expert with the OSCE (Organization for Security and Cooperation in Europe), Council of Europe and the United Nations, always related to the themes of hate crimes, racial / ethnic bias profiling, protection of Human Rights and improvement of relations between police and vulnerable social groups.

At the university level, he has taught classes and conferences in different universities in Spain, including the Carlos III University of Madrid, the University of Castilla-La Mancha, etc. Among his last publications: - "Intercultural cities, Manual on Community Policing", Council of Europe (CoE), Intercultural Cities Programme. Strasbourg, 2019; - "Madrid Municipal Police Master Plan 2016-2019", Diversity Management Chapter. Madrid, 2016; - "Practical Guide for Police services to prevent discrimination against the Roma communities", Roma Secretariat Foundation. Madrid, 2014.

# Omer Mas Capitolin

President of MCDS (Maison Communautaire pour un Développement Solidaire), France

Omer MAS CAPITOLIN is a social, community and local development officer, and consultant active member of the platform «To put an end to facies checks», a coalition of non-governmental organizations which strives to promote reforms to reduce the practice of facies identity checks.

He is co-founder and president of the MCDS (Maison Communautaire pour un Développement Solidaire), a non-governmental organization, established in 2014, which combats discrimination and promotes improved police-community relations in France. The organization works on four core issues: ethnic profiling in police stops, abusive police stops, police violence, and the improvement of police-community relations, specifically of police-youth relations.

MCDS's community organizing approach aims to build the capacity of citizens to collectively elaborate solutions to their problems within their local communities. MCDS provides young people with the guidance and tools to think collectively about their problems and to identify solutions, and then accompanies them in formulating the operational aspects of their projects and in obtaining institutional support to carry out their vision for social transformation. MCDS also develops and builds an open network of local actors able to make use of their diverse positions, interests and competences to collectively bring about change. The experiences and knowledge gained in one neighborhood are then used to organize other neighborhoods. This approach aims to build communities, create ownership, and empower people to become agents of change

# Thierry Maurer

Divisional Commissioner, Police, Belgium

Divisional Commissioner Thierry MAURER is a member of Namur local police zone (Belgium).

During his professional career within the Belgium police forces (Gendarmerie, Federal police, local police), he held different roles in the field of administrative police, and especially events management : unit commander, commander in the second squadron for the execution of missions of maintaining public order (with in certain circumstances a role of external jury in the practical exam for public order maintenance at the officers school), files manager at the Operations Directorate of the federal police in charge of events preparation, counsellor at the General Directorate of administrative police within the federal police, former member of the technical committee "democratic management of crowds" of Francopol.

He also had the opportunity to work within the Investigation Services of the Permanent control Committee of the police forces (Comité P).

# Dunja Mijatović

Human Rights Commissioner, Council of Europe  
Commissioner for Human Rights

Dunja Mijatović was elected Commissioner for Human Rights on 25 January 2018 by the Parliamentary Assembly and took up her position on 1 April 2018. She is the fourth Commissioner, succeeding Nils Muižnieks (2012-2018), Thomas Hammarberg (2006-2012) and Alvaro Gil-Robles (1999-2006).

National of Bosnia and Herzegovina, she has been working to promote and protect human rights for the past two decades, thus acquiring extensive knowledge in the field of international monitoring, in particular as regards freedom of expression.

Prior to her appointment as Commissioner for Human Rights, she has served as OSCE Representative on Freedom of the Media (2010-2017), Director of Broadcast of the Communications Regulatory Agency of Bosnia and Herzegovina (2001-2010), Chair of the European Platform of Regulatory Agencies (2007-2010) and of the Council of Europe's Group of Specialists on Freedom of Expression and Information in Times of Crisis (2005-2007).

Dunja Mijatović has regularly given lectures in national and international fora and has been awarded several human rights prizes. She has also been active in supporting NGO activities in the field of human rights education and asylum.

# André Müller

Secretary-General of the Security Department of the city of Zurich, Switzerland

Mr. Müller graduated with a master of Law at the University of Zurich and an Executive Master of Business Administration at the University of St. Gallen.

He started his career as a clerk of the District Court of Zurich in 1989. A year later, he joined the City Police of Zurich where he held different leader positions and was a member of Management until 2006.

He was appointed Secretary-General of the Security Department of the city of Zurich in 2006. As part of his work in the Security Department, he led the Project PiuS (Policework in urban field of tension) for a "justified, fair and effective policing", focusing on four subjects: stop and search, complaints against police, violence and threats against police, and body-worn cameras.

# Naïm Naili

Member of the «Policité» project and the «Jeunes leaders» programme, France

Naïm Naili, 21, is an active member of the «young leaders» programme of the Georges-Lévy social centre, created in 1981 in Vaulx-en-Velin at the initiative of residents and following «rodeos» and other crime problems. Trained in sociology and law, he has been participating since 2016 in the PoliCité project, an action research project devoted to the experience of discrimination in working-class neighbourhoods and carried out in partnership with researchers from the UNESCO Chair in Urban Policies and Citizenship (University of Lyon/ENTPE). Very involved in local community life, he created the association "A Vaulx AmbitionS" (AVAS), an association that aims to actively promote equal opportunities for young people in Mas du Taureau. He is also an administrator of the Cités d'Or, a civic movement created in 2007 and recognized as being of general interest since 2013.

# Michael O'Flaherty

Director of the EU Agency for Fundamental Rights

Michael O'Flaherty is Director of the EU Agency for Fundamental Rights. Previously, he was Established Professor of Human Rights Law and Director of the Irish Centre for Human Rights at the National University of Ireland Galway, and served as Chief Commissioner of the Northern Ireland Human Rights Commission. From 2004-2012, he was a member of the United National Human Rights Committee, latterly as a Vice-Chairperson. He is currently adjunct Professor of Law at the National University of Ireland Maynooth.

Michael O'Flaherty has held a number of senior posts at the United Nations, including the establishment of the UN human rights field missions in Bosnia and Herzegovina and Sierra Leone. Prof. O'Flaherty came to NUI Galway from the University of Nottingham where he was Professor of Applied Human Rights and Co-director of the Human Rights Law Centre. His publications include volumes on the law and practice of human rights field operations, the professionalization of human rights fieldwork and on human rights diplomacy.

# Mia Poutanen

Chief Superintendent, National Police Board, Finland

Ms. Mia Poutanen works as a Chief Superintendent in the National Police Board of Finland. She is the national head of immigration policing. She performs as a Schengen evaluator in the field of Return Management in the on site-teams set up by the European Commission. She has also worked as an invited counsellor consulting an academic research and development project which aim is to develop co-operation and information exchange between migration and security authorities. Poutanen is a doctoral researcher in Tampere University faculty of Management aiming to Doctor of Administrative Sciences.

# Herman Renes

Trainer on hate crimes issues for Council of Europe and OSCE

Herman Renes has worked for over 20 years as a sworn police officer, in different functions, in the city of Rotterdam, and has been working on inclusion and diversity issues and anti-discrimination on a Dutch national level, for the past 15 years. He was chairman of the Dutch Gay police Network from 2010-2015 and held chair as president of European Gay Police Association from 2010-2016, thus being able to establish a wide network throughout (police) organisations in Europe.

He has delivered trainings and workshops on diversity and non-discrimination in Dutch Police Academy. Also, as a senior trainer he delivers trainings at academies / police schools in numerous European countries, on behalf of the OSCE / ODIHR - TAHCLE program.

Since 2014 he has been cooperating with Council of Europe for both the 'Support Team of the Special Representative of the Secretary General for Roma Issues' and the 'SOGI unit'.

In the Netherlands Herman Renes is also advisor and trainer for Dutch Olympic Committee / Sport Academy on the issues of safe sporting environment, inappropriate behaviour and sexual harassment.

# Justice Mary Ellen Ring

Chairperson, Garda Síochána Ombudsman Commission, IPCAN member, Ireland

Ms Justice Mary Ellen Ring was appointed to the Garda Síochána Ombudsman Commission (GSOC), an independent police oversight body, in August 2015 and was re-appointed Chairperson of GSOC in December 2016.

During Ms Justice Ring's time as chairperson, GSOC made a number of significant contributions to the debate on the reform of police and police oversight in Ireland, including to the Commission on the Future of Policing in Ireland. She has also led GSOC through its biggest expansion since the organisation became operational in 2007.

Prior to being appointed to GSOC, Ms Justice Ring was a barrister who practiced in the areas of criminal, administrative and child law. She was called to the Inner Bar in 2002 and became a judge of the Circuit Court in April 2012. She was appointed a judge of the High Court by President Michael D Higgins in 2015.

A founding member of the Association for Criminal Justice Research and Development (ACJRD) and a co-founder of the Children's Legal Centre, Ms Justice Ring has also been a member of the Bar Council, a member of the National Crime Council, and a Chair of the Irish Women Lawyers' Association. She was awarded 'Woman of the Year' accolade by the Irish Women Lawyers Association (IWLA) in 2018.

# Sebastian Roché

Research Professor, National Centre of scientific research (CNRS), France

Sebastian Roché has a PhD in political science and teaches at Sciences-Po Grenoble. He is a research director at the National Centre for Scientific Research, specializing in the field of criminology and comparative policing, more specifically in police-society relations: police-citizen encounters, and the oversight of police systems in the EU. He was the lead investigator of the French-German POLIS project on police-adolescents relations in a multi ethnic society (with Dietrich Oberwittler), and of the Minority Youth and Social Integration European project (with Mike Hough). He is the European editor of international journal Policing and Society, and of the forthcoming Global and Comparative Policing Review.

He has published more than ten books including «De la Police en Démocratie » (Grasset), « The governance and oversight of Internal Security Forces in Turkey and seven EU countries » (UNDP), “Police de Proximité” (Seuil) the French community oriented policing model) as well as dozens of articles (including in Crime and Justice, European Journal of Criminology, Canadian Journal of Criminology, Revue Française de Science Politique) and chapters in collective books as the Oxford Handbook on Ethnicity, Crime, and Immigration (2013). He also worked as an expert for the European Commission and the United Nations in Security Sector Reform programmes and for the French Ministry of Interior.

## Charlotte Storgaard

Chief Executive, Independent Police Complaints Authority, IPCAN member, Denmark

Charlotte Storgaard is, since 2018, Chief Executive of the Danish Independent Police Complaints Authority. Prior to this role, she has been a head of division at the IPCA for four years.

She graduated with a Master of Law from the University of Aarhus in 1999 and has since then worked many years as a lawyer specialized in labour and employment law (Norrborn Vinding Lawfirm from 2003 to 2005 and LETT Lawfirm from 2007 to 2014). She also worked as a head of section at the Danish Ministry of Justice, first focusing on international and EU law then on administration and property law, and as a Prosecutor.

## Jacques Toubon

Defender of Rights, France

Student at the National School of Administration (ENA) (Stendhal promotion, 1963-65), civil administrator at the Ministry of the Interior, director of the cabinet of the prefect of the Lower Pyrenees which became the Atlantic Pyrenees (1965-68) / Head of the cabinet of the Secretary of State for the French overseas territories (1968-69), Technical adviser in the office of the Secretary of State for Relations with Parliament (1969-70) / Member of Jacques Chirac's cabinet, Minister Delegate for Relations with Parliament, then Minister of Agriculture, then Minister of the Interior (1971-1976) / Volunteer Director of the Claude Pompidou Foundation (1970-77) / Deputy Secretary-General of the RPR, National Delegate for Elections (1977-81). Member of Parliament for Paris (1981-1997).

Chairman of the Law Committee of the National Assembly (1986-1987). Secretary General (1984-88) of the Rassemblement pour la République (RPR) / Mayor of the 13th arrondissement of Paris (1983-2001), Councillor of the 13th arrondissement of Paris (2001-08) / President of Club 89 (1993-2010) / Minister of Culture and Francophonie (1993-95), Minister of Justice, Minister of Justice (1995-97) / Advisor to Jacques Chirac (President of the Republic) (1997-98) / Councillor of State (2002-06) / Member of the European Parliament (2004-09) / President of Eurimages (2002-09) / Head of the prefiguration mission of the Centre de ressources et de mémoire de l'immigration (2003), President of the Orientation Council of the Cité nationale de l'histoire de l'immigration (2007-14) / Member of the High Council for Integration (2009-13) / Member of the HADOPI College (2009-2013) / Since 2014 Human rights defender.

## Sally Trattle

Inspector, Northamptonshire Police, United Kingdom

Sally Trattle is a police Inspector in a rural police Force in the UK. She has been a police officer for twenty seven years and during that time has had a number of frontline roles. She is currently a firearms commander working within the Force control room. She also has responsibility for mass fatality incidents and riot team deployments.

She has a particular interest in police/public partnerships and how they can maintain the Peelian principles and policing with consent.

## Christian Wessman

Swedish National Operations Department (NOA), former Project manager of the GODIAC project, Sweden

After graduating from the National Police Academy, Christian Wessman served a couple of years as a regular patrol officer in Stockholm. Then in 2005, he became part of the team that introduced and initiated the implementation of a brand-new national concept for managing potentially violent crowds – Special Police Tactics (SPT). The team conducted field studies using the peer review method and based on identified gaps, it created standard operating procedures, work descriptions, training curriculums and educated all levels of the organization in tactics, leadership, ethics, communication and police legislation.

Since then, Mr. Wessman has had the privilege of being the first Deputy Commander of the Stockholm County SPT Division, Project manager for the EU-funded project GODIAC – aimed at identifying best practices for dialogue and communication when policing political manifestations across Europe, Head of the 1,000 man strong Formed Police Units in the United Nations Mission in Liberia, Swedish National Chief of staff for special operations, and currently Acting Head of Operations Pillar in the European Rule of Law Mission in Kosovo – EULEX.

## Anne Wulleumier

Research Professor, National institute of high studies in security and justice (INHESJ), France

Doctor of Political Science at the University of Paris I Panthéon-Sorbonne, Anne Wulleumier took a special interest during her academic career in studying the sociology of the State and more precisely the professional trajectories of the former students of the ENA (National school of administration). Since September 2001, she is in charge of research at INHESJ where she was also chief editor for the Security Journal (Cahiers de la Sécurité) until 2004.

Anne Wulleumier develops her work around three axes of research that is public safety policies, policies within the police organization and the articulation of police issues with social issues (especially around the issue of the place of citizens in politics police or the relationships youth / police). Since 2013, she has been Scientific Director of the ANR IPOGEES research on «Police and gendarmes Interventions for securing schools» conducted in partnership between INHESJ and the University of Paris Est Créteil.

She is currently the scientific director of the collective research «Désescalade de la violence et gestion des foules protestataires : quelle(s) articulation(s) en France et en Europe aujourd'hui? » (2019-2020).

Among her last publications: Wulleumier A & Delpeuch Th. (2019), Évaluer l'action de sécurité publique. Une approche qualitative à l'usage des professionnels de terrain, Paris, La documentation française (to be published) ; Wulleumier A, (2018), « Du choc des légitimités au « partenariat » entre sociologues et institutions policières. Quelles logiques d'action administratives, quelles postures de recherche? », in Laforgue D. (dir.), Le faire sociologique. Épreuves et horizons d'une recherche impliquée, Presses de l'Université Savoie Mont Blanc, p. 103-133 ; Wulleumier A, (2017), « Les policiers éducateurs et l'effectivité du droit. Exploration comparée des répertoires policiers de pédagogie du droit en France et au Canada », Droit et Société, n°97, p.521-536.

## Elizabeth Zinschitz

Programme Officer and training manager, CEPOL

Elisabeth Zinschitz has been a Programme Officer/ Training Manager with CEPOL for 14 years where she has been responsible for the portfolios on trafficking in Human Beings, Fundamental Rights and Hate Crime in the context of training for law enforcement and judicial staff.

Originally she worked in the social sector in Austria where she led a treatment and prevention centre for children who had suffered sexual abuse and domestic violence. In this context she worked together with law enforcement and judicial staff on a regular basis. She was also involved as an expert in a PHARE project focusing on child protection in Romania in 2004 and 2005 where she gave workshops on children's rights for different types professionals involved with child care and monitored the closure of large children's homes of the state. Furthermore she gave support and advice to parents with children with special needs and to assistants of adults with special needs, and she organised and coordinated training programmes for such assistants. As a psychotherapist she worked for 15 years in private practice with a focus on victims of sexual abuse, persons with special needs and refugees. She has given presentations at several psychotherapy conferences, contributed to publications and translated some books about psychotherapy.

She has degrees in Languages, Psychotherapy and Public Administration, and she also graduated at non-academic level on Early Family Guidance and Psy



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