



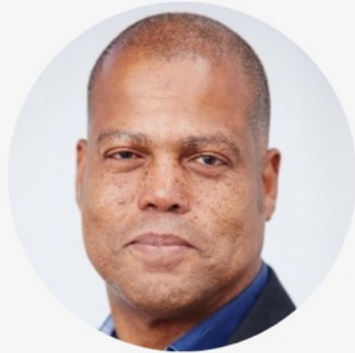
Towards quantitative equality data collection: Dutch G4 dashboard on discrimination

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Discriminatie.nl

Let's first introduce ourselves



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Content of this presentation

- Why we started this project
- Goal
- Approach
- Stakeholders
- Brief demonstration
- First results
- Path forward

Context

- Every municipality in the Netherlands is *legally obliged* to set up an accessible, independent facility where citizens can go to with complaints or make a report about discrimination
- These facilities are known as ‘Anti Discriminatie Voorzieningen’ (ADV)
- One of its main tasks is to provide independent advice and support people who have experienced some sort of discrimination and in settling that complaint
- These anti-discrimination agencies also register complaints and *report on them*, so that the government knows what is happening locally in the field of discrimination.

Why this project?

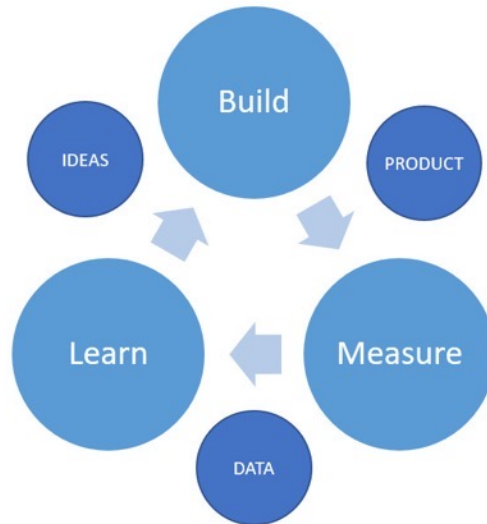
- These ADVs have been working mostly independent
- Fragmented image
 - Fragmented data among the ADV's
 - Fragmented data within a single ADV
 - Partners: Police, Prosecution, The Netherlands Institute for Human Rights
- Very difficult to analyze
- Reporting takes a lot of time
- One big report per year (in PDF)

Goal

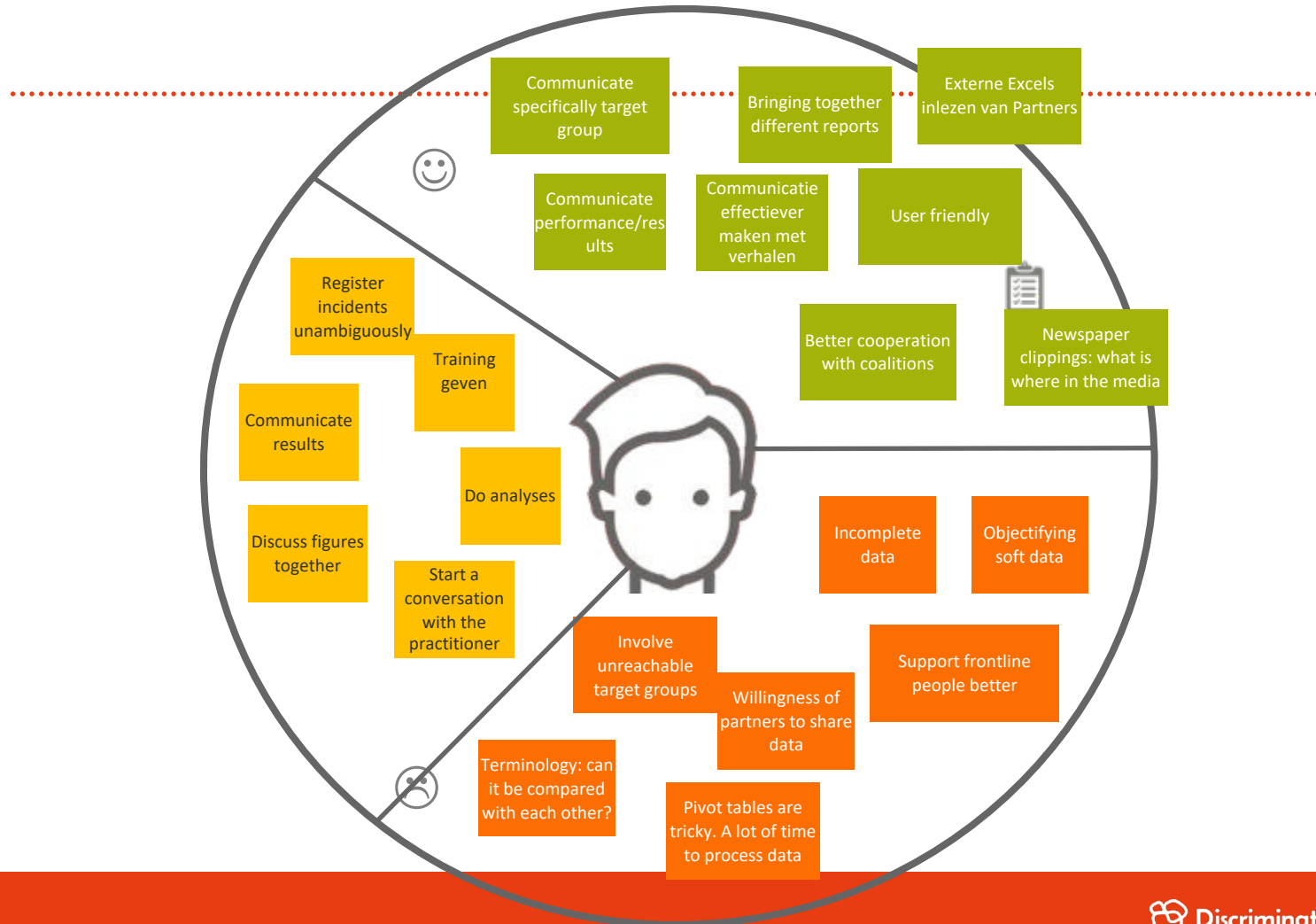
**A clear insight into all discrimination incidents
and analyse & report on this, in 'near-real-time'**

- Clear reporting: gain insight into the nature and extent of all ADVs within the Netherlands.
- Consequences:
 - How identify the incidents and
 - Involve partners in the process

How: Value-driven development



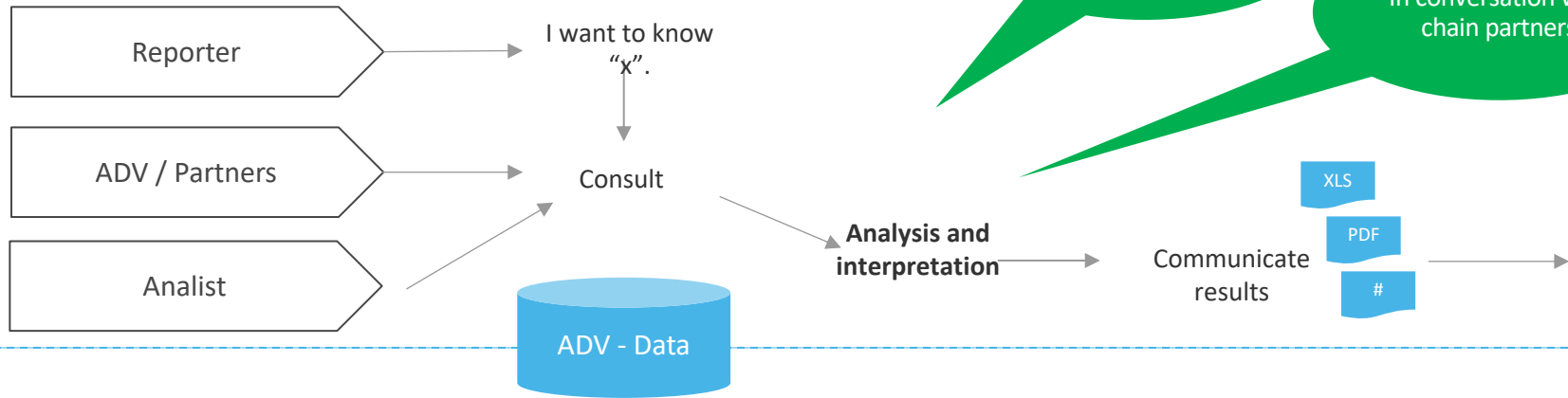
What is the problem?



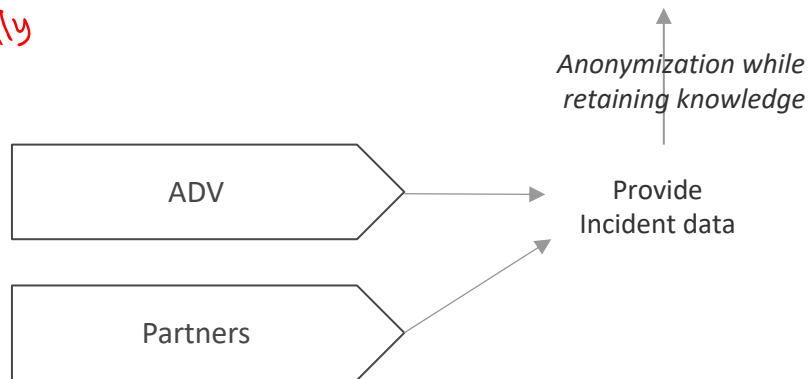


Sprint Map: ADV Analyses Tool

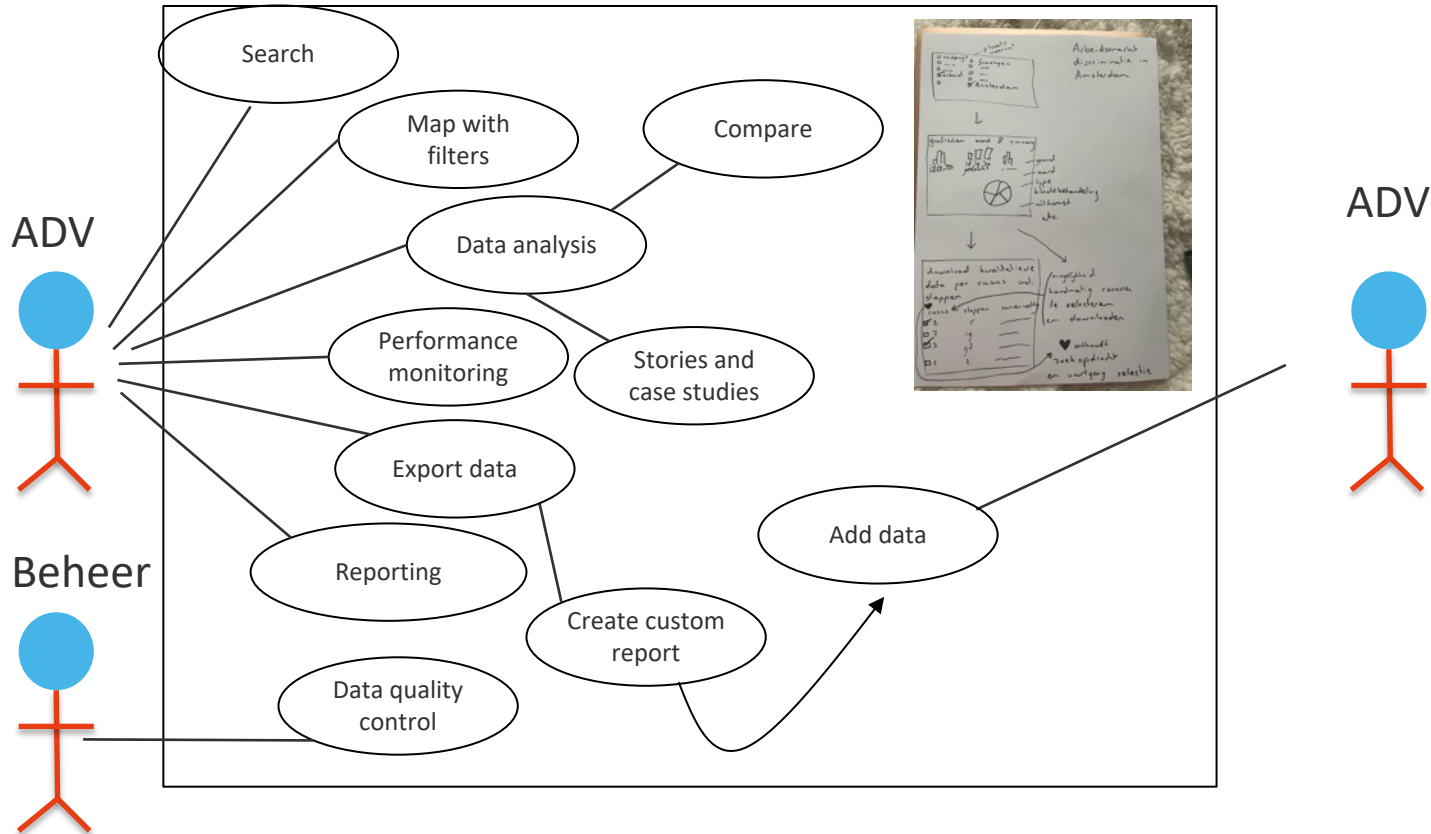
Consult



Supply



Which functions should it support, for whom



Demonstration

(with screenshots...)

Home screen

ADV Tool Monitor ADV

Home

- Overall statistics
- Discrimination numbers
- Partners
- Incident map
- Compare
- Knowledge bank
- Search & Analyse

Welcome!

In this application you can get insights regarding the registrations about discrimination, originating from different partners. For each of these partners there is a dashboard tailored towards their data. This dashboard can be found as submenu-items below the menu-item "Partners".

Wordcloud

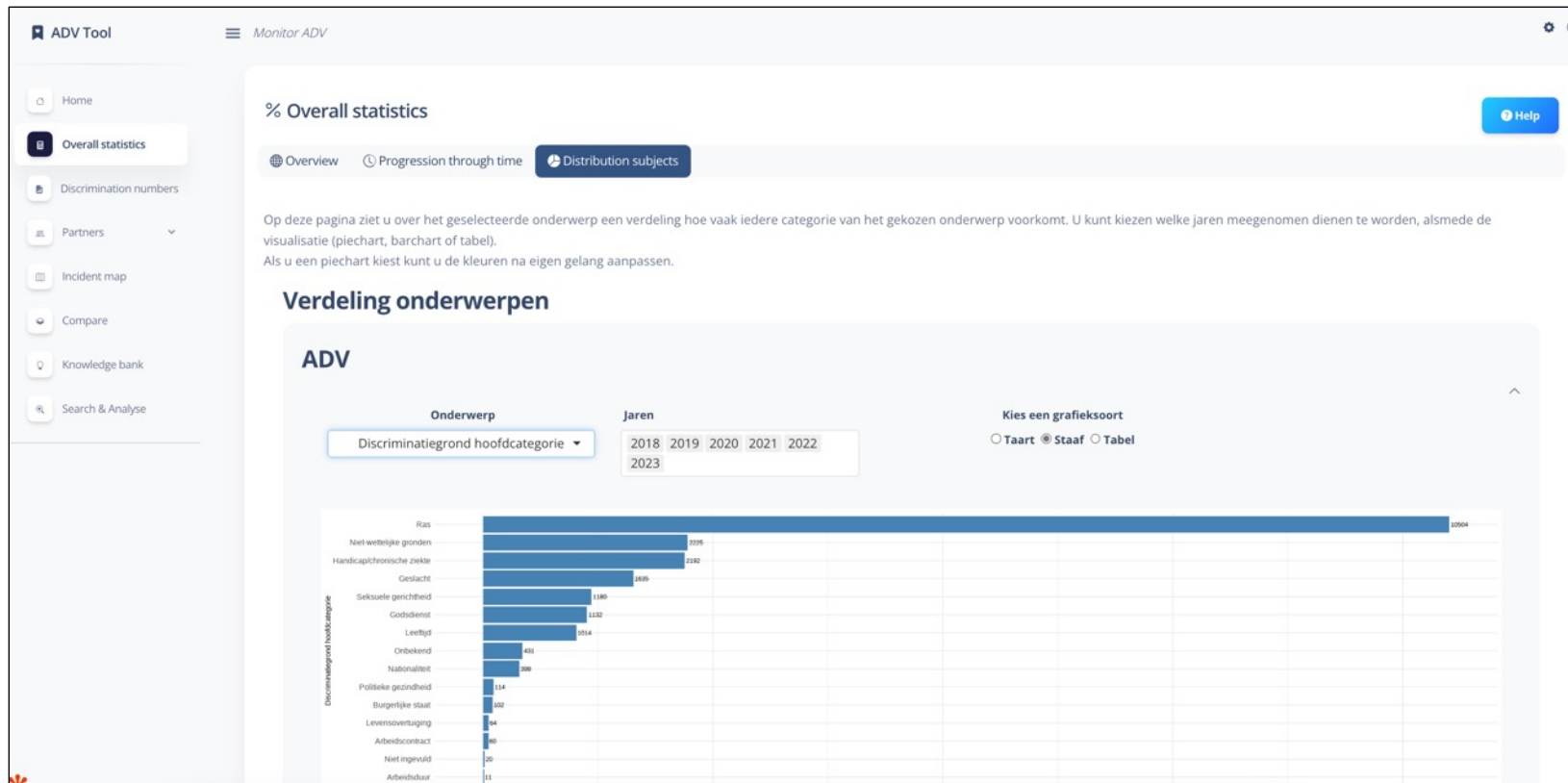
In the news

Racisme Discriminatie

Artikel	Datum
Discriminatie.nl gaat aangifte doen tegen Johan Derksen na uitspraken over Habtamu de Hoop - De Gelderlander	2024-04-12T05:00:00Z
Meldpunt discriminatie.nl doet aangifte tegen Johan Derksen - RTL.nl	2024-04-11T13:49:00Z
Aangifte tegen Johan Derksen vanwege racistische uitspraak - NOS	2024-04-11T05:00:00Z

More info

Grounds for discrimination



Dashboard for partners



Map view

The screenshot displays the 'Monitor ADV' interface. The main title is 'Meldingenkaart' (Reporting Map). A sidebar on the left contains navigation options: Home, Overall statistics, Discrimination numbers, and a 'Business' link. The main content area shows a map of Utrecht with a tooltip for the city, indicating 367947 inhabitants and 1905 reporting registrations. A 'Filters' panel on the right allows for filtering by 'Gemeente' (Utrecht), 'Politie eenheid', 'Datum melding' (01-01-2018 to 31-12-2023), 'Datum voorval' (01-01-1983 to 03-02-2024), and various 'Discriminatiegrond' (ground of discrimination) categories. A 'Naar Vergelijken' button is visible at the top right of the map area.

Overzicht Utrecht

Discriminatiegrond hoofdcategorie: Aard (Hoofdcategorie)

INFO: Het betreft hier de meldingen die in de gekozen gemeenten zijn voorgevallen!

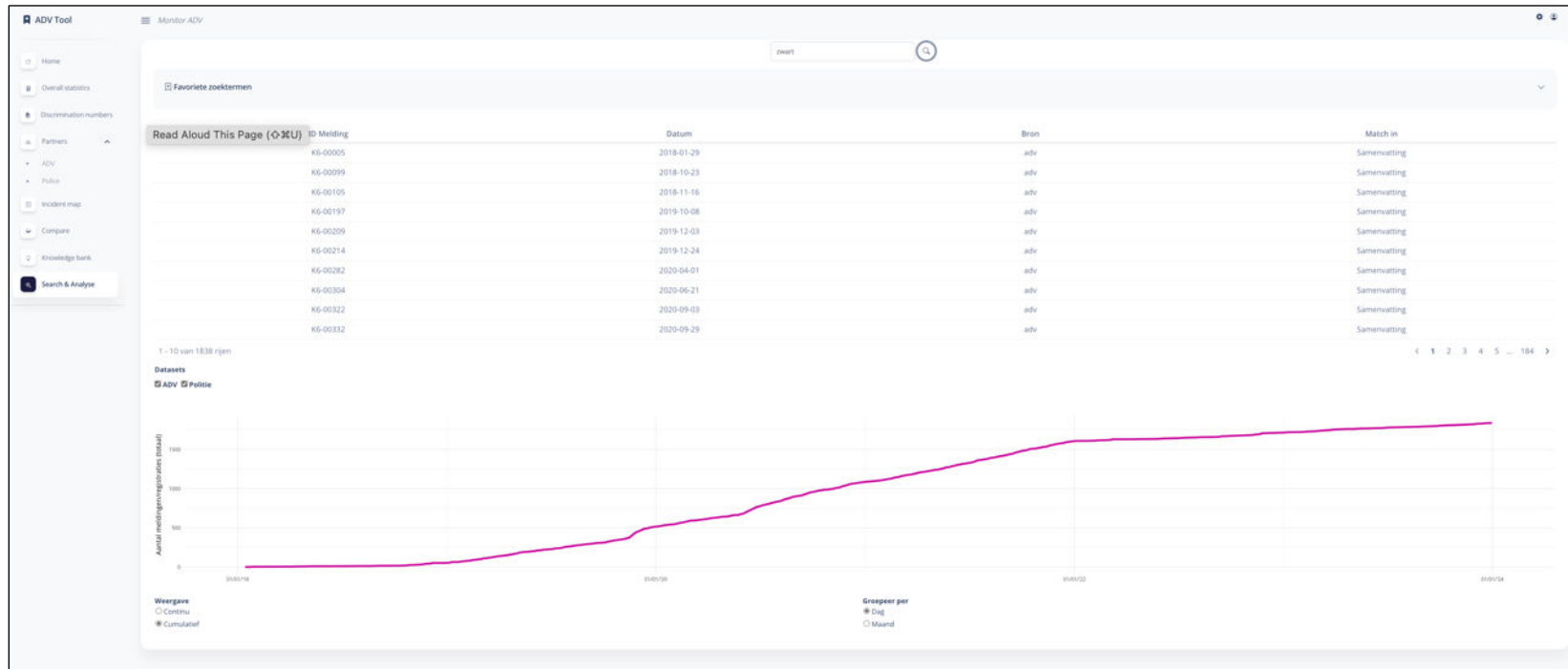
Selecteer uw tijdsperiode

2018-01-01 tot 2024-06-21

Discriminatiegrond hoofdcategorie	Aantal Meldingen
Ras	627
Handicap/fysieke ziekte	424
Seksuele geïdentiteit	146
Godsdienst	126
Niet-wettelijke grond	84
Godsdienst	64
Leeftijd	44
Nationaliteit	31
Onbekend	21
Burgelijke staat	11
Arbeidscontract	9
Levensovertuiging	7
Politieke gezondheid	7
Arbeidsduur	7

A line chart below the table shows the total number of reports over time, with the y-axis labeled 'Totaal meldingen (toezad)' ranging from 500 to 1500.

Search & Analyze: the stories behind the numbers



How does this analysis tool help?

- Determining unequal treatment (nature and extent) and more analysis and reporting options
- Comparing groups
- Compiling statistics and providing insight into what is going on.
- Gain insight into patterns
- Create reports (including the Multi Agency Report)

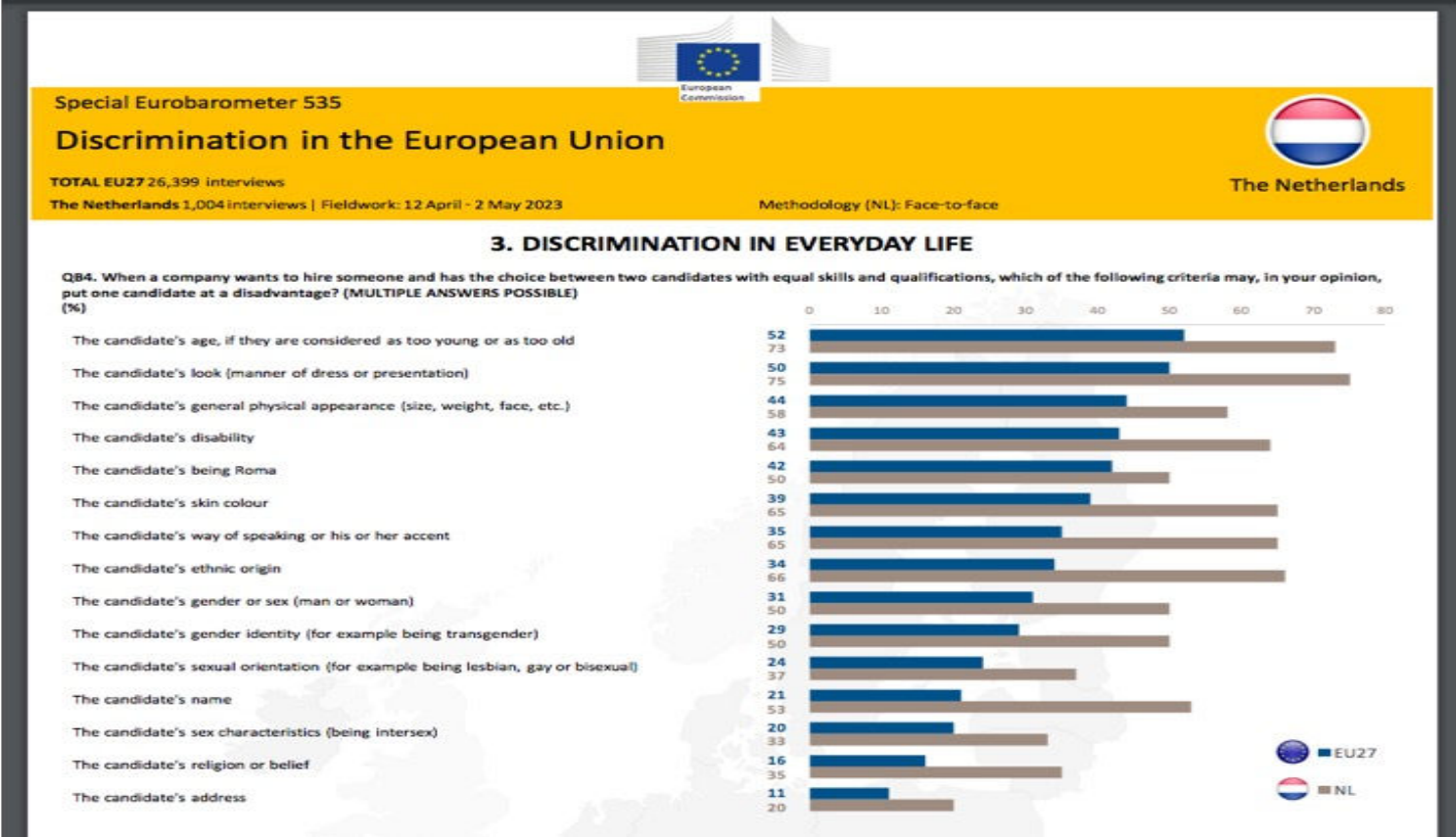
Path forward

- Phase 1 is finished:
 - About to go into full production with G4
 - Adding partners
 - Police (automated data)
 - Prosecution
 - The Netherlands Institute for Human Rights
- Phase 2: Scaling up nation wide in the Netherlands
- Phase 3: Linking incidents with all partners without sharing sensitive data
- Phase 4: Possible integration with existing EU Data and Programs

Available EU Data and programs

- Eurobarometer Survey Series (European Commission)
 - Special Eurobarometer SP535 : Discrimination in the European Union (data sets available from 27 countries in December 2023)
 - Key finding: **“Widespread discrimination in EU member states”**
- From the EU Coordinator: NAPAR
 - National Action Plan and Reporting Tool
 - Supporting the Development, Implementation and Monitoring of National Action Plans Against Racism
- EU Anti-racism Action Plan 2020-2025
 - *We need to talk about racism. And we need to act. It is always possible to change direction if there is a will to do so. I am glad to live in a society that condemns racism. But we should not stop there. The motto of our European Union is: ‘United in diversity’. Our task it to live up to these words, and to fulfil their meaning (Ursula von der Leyen)*

Example: Discrimination in everyday life (NL)



Example: Conclusion after analysis..

- Name-based discrimination appears to be a significantly larger concern in the Netherlands compared to the EU average. This 32 percentage point difference (21% EU27 vs 53% NL) is striking and warrants attention.
- The overall higher percentages across most categories in the Netherlands suggest a heightened awareness or concern about various forms of hiring discrimination compared to the EU average.

Required steps forward 2024 - 2026

- Get funding to build a European data template combining “Zicht op Discriminatie” and “NAPAR” for EU wide use
- Harmonize existing Eurobarometer SP535 data with “Zicht op Discriminatie” data for an integrated view.
- Use the existing EU “Strategy for Data” to create a “Discrimination Data Space” which will allow for secure data exchange between member states on Discrimination
- Build a near real-time EU dashboard “View on Discrimination”



Thank you for your attention



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