

# POLITIE HUMOR KWARTET

A concept to reflect on humor at the workplace of the Dutch national police

This graduation project provides a concept for the Dutch national police, in the form of a card game to reflect on humor within police base teams.

## RESEARCH ACTIVITIES

The graduation project was a collaboration with the Dutch national police, specifically the 'Politie Voor Iedereen' team, which focuses on improving diversity and inclusivity within the police force.

There is a recognized need for a diverse and inclusive police force, which requires effort as it is not naturally achieved. This project started with the specific focus on gender equity within the police culture; The current work culture within the police force does not fully support women. The primary objective of this project is to transform the work culture to promote diversity and inclusivity.

Literature research was conducted to understand the experiences of policewomen, which was then compared to research conducted within two police base teams.

The presence of working women in the Netherlands, including within the police force, is a relatively recent development since the mid-20th century. Addressing disparities and achieving equal treatment for women within the police force required time and effort. Police culture is undeniably masculine. The research highlights various themes indicating that individuals who do not conform to the prevailing masculine norm face exclusion and must adapt. Eight interviews were conducted with police employees, and the insights, along with observation notes, were used for thematic data analysis. The research findings revealed subtle difficulties related to gender equity, which were evident in

the thematic analysis. Four themes were identified that could improve inclusivity and diversity, thereby providing better support for women within the organization.

The theme of humor was chosen as the focus. Although humor is an integral part of police work culture, it had not been extensively explored. Humor serves to discharge and process heavy incidents, as well as foster bonding between colleagues. However, humor can cross boundaries, as it is often dark and rough. Speaking up about humor that is experienced as offensive is not common. While workplace humor extends beyond gender inclusion, this theme presented opportunities for meaningful contributions.

The relationship between humor, gender, and the police was investigated through literature. Additionally, police humor was explored through a 'probe cards' test conducted at base teams. This activity revealed that there is little common ground when it comes to jokes and funny situations. What is considered offensive or funny is not determined by a norm within either of these base teams; humor is subjective and reactions vary greatly. This led to the development of the 'Politie humor kwartet', a game for groups of police officers to reflect on humor within the police work environment. The concept has the potential to bring about structural change in the work culture surrounding humor, particularly in terms of behavior and speaking up about jokes that are experienced as offensive.

The scenario card 'Kluisje' (front of the card on the left, back of the card on the right) with a matching playing card of the character 'Joyce' (in the middle on the bottom)



## PRODUCT EXPLANATION

'Politie humor kwartet' is a card game designed for groups of Dutch police officers to reflect on humor within the workplace. The game resembles the popular Dutch game 'kwartet', where the objective is to collect four cards of the same category, or a 'kwartet'. Along with the playing cards, this game includes six scenario cards that depict situations related to humor within the police. The playing cards feature the reactions of four fictional colleagues to these scenarios. These fictional colleagues are stationed at the same location where the scenarios occur, providing different perspectives on the stories.

When a player collects a 'kwartet', the gameplay pauses and a scenariocard is revealed. Each scenario card contains a question or assignment for the group, intended to trigger conversation about that scenario. See Figure 5.1 for an example of a scenario card and a playing card.

The game is designed for larger groups, such as a police base team or a squad. The session begins with the entire group and then the group is divided into smaller groups of four players. It concludes with the entire group again to share insights. v The introduction and conclusion of the session are guided by videos, while the rest of the session is led by a 'game leader' (spelleider) who facilitates the materials, monitors the time, and guides group dynamics. Typically, this role is taken on by a manager. The whole session takes between 1 and 1.5 hours.



Examples of playing cards in all categories except 'Kluisje' & the backside of the cards (blue with yellow heart)

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Design for Interaction

## Committee

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