

<b>Submission No 32</b>
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**INQUIRY INTO GAY AND TRANSGENDER HATE CRIMES  
BETWEEN 1970 AND 2010**

**Name:** Ms Sue Thompson

**Date Received:** 7 November 2018

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# SUBMISSION TO NSW PARLIAMENTARY INQUIRY ON GAY & TRANSGENDER HATE CRIMES (1970-2010)

## Background of Writer

I, Sue Thompson, make this as my Submission to the Parliamentary Inquiry into Gay and Transgender Hate Crimes Between 1970 and 2010. It is with a certain sadness and discomfort that I make this submission and I would prefer it was not necessary, however, I respect and understand that sometimes there are bumps in the road and we must go back in order to continue forward, otherwise progress can be stalled, stunted, diverted or damaged. When it comes to issues of violence, its occurrence and impact, its reduction, prevention and official responses to it, progress is of the utmost importance.

My Submission will primarily address the following Terms of Reference:

*That with reference to the May 2018 report of ACON "In Pursuit of Truth and Justice" and the progress made by NSW Police through Strike Force Parrabell, the Social Issues committee inquire into the response to gay and transgender hate crimes between 1970 and 2010 and current developments in policy and practice in relation to such crimes, and in particular:*

*1. The violent crimes committed in NSW between 1970 and 2010 where the victim of that crime was a member of the LGBTIQ community and where the relevant crime was the subject of a report to the NSW Police Force, and whether:*

*(a) there existed impediments within the NSW criminal justice system that impacted the protection of LGBTIQ people in NSW and the delivery of justice to victims of LGBTIQ hate crimes and their families, with reference to case studies of particular matters including but not limited to: Alan Rosendale, Scott Johnson, John Russell and Ross Warren;*

*(b) to the extent that past impediments are identified, how effectively these have been addressed by current policy and practice; and*

*3. Any other related matter*

In relation to the 2<sup>nd</sup> Term of Reference, I spent many years dealing with those issues after several of us identified that major problem in the justice system. There were frequent injustices that would horrify a decent person. I sat on the HAD Committee as one of the NSWPS Representative along with Supt Gary Gilday. Several others on that Committee have become judges etc. I am unsure if anyone will take the time to go back and revisit that issue for the Inquiry, hoping it has been resolved in current day terms. The HAD Committee Report to the Attorney General is hopefully informative. If the Inquiry wishes to ask me any questions about this term of reference, please feel free.

My Submission is based upon my experience and expertise on gay and lesbian hate crimes and gay hate homicides gained during my 20 year career in the NSW Public Service with 12 years of that in the

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NSW Police Service in Police Headquarters as the civilian NSW Police Gay/Lesbian Client Consultant (1990 – 2002) and my recent experience when involved in the Scott Johnson Inquests and in community meetings to assess and review the historical gay hate homicides. I have prepared a Timeline of Key Events in the Hate Crime Journey (1978-2018) [**ATTACHMENT 1: TIMELINE**] in order to place my submission in historical context and to provide details of numerous key events which I will not have time to actually cover in writing but might be able to in person, subject to health issues.

I am sure that the NSW Police are still implementing many positive proactive policies and programs to improve Police LGBTI relations and that there are many excellent senior and junior police supporting that process and with that commitment. The recent formal apology to the 78ers by Police Commissioner Fuller himself is one such significant positive step.

A former police officer, Kylie Cronin, one of the very talented, committed GLOs who did the GLO role for several years, sent me a message in the context of this Inquiry and said:

*The gay hate crimes/murders have been a police stuff up from the time the incidents took place to date. Many years ago I worked with the now Police Commissioner Mick Fuller when he was Detective Sergeant at Kings Cross. He was one of the most 'by the book' and thorough investigators that I had the privilege of working with. He would not shy away from ownership of policing that could have been done better, particularly in relation to historical events.*

*I was recently made aware that Mick Fuller apologised to the LGBTIQ community in relation to the police brutality, particularly towards the*

*78'ers. That is of the character I remember of him. Although the 'sorry' was most welcomed, we need to ensure that the truth is preserved.*

*We know what happened and it is important that everyone else has the correct information. It is not only a significant part of LGBTIQ history but that of the NSW Police and Australian society and culture during that era. The truth should not be watered down as this demeans the victims, their stories and their truths. " Kylie Cronin 3/11/18 (with her approval)*

My role in writing this submission is to identify areas where I believe there are problems that may have a significant detrimental impact on future progress and where shortcomings might be addressed. My submission is not meant to negate all the positive steps and all the good people in the Police. I am attaching a history and achievements of the Police approach to hate crimes 1990-2002 which I kept while in NSW Police. It details year by year the many excellent and often groundbreaking Police Service achievements during that era [**ATTACHMENT 2: HISTORY & ACHIEVEMENTS IN IMPROVING POLICE GAY/LESBIAN RELATIONS AND REDUCING VIOLENCE AGAINST GAY MEN AND LESBIANS 1990-2002**].

I am a lawyer by training (UNSW Arts/Law 1975-1979) and was admitted to the NSW Bar in December 1979. I worked in a range of government agencies where I developed investigation, policy, victimology, criminal profiling and research skills. I worked as an Investigation Officer for the NSW Ombudsman; Manager of the Community Welfare Act Implementation Unit for the Department of Youth and Community Services, Coordinator Juvenile Offender Mediation and Reparation Scheme for the Attorney General's Dept, Mediator for the Community Justice Centres of the Attorney General's Department, Case Assessor for the NSW Victims of Crime Compensation Tribunal and as the NSW

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Police Gay/Lesbian Client Consultant. I am medically retired since a serious injury in 2002 and I manage serious disability issues related to partial/incomplete quadriplegia.

I was for many years a world recognised expert on gay hate crimes, gay hate homicides/murders and strategies to reduce gay and lesbian hate crimes and improve police gay/lesbian relations. My reputation was a result of my highly respected work and achievements in the NSW Police Service.

In this field I have conducted extensive research, received State and National awards, published research papers and articles, worked closely with victims of violent crimes, written policies, been a police media spokesperson, assisted in criminal investigations and police operations, coordinated High School interventions to target homophobia and hate crimes including murder committed by attending students, given evidence before the NSW Coroners Court, represented the NSW government at a senior level on hate crime committees and been a keynote conference speaker both in Australia and overseas. My knowledge in this specialist area is extensive and was well respected by the gay/lesbian community, police services and human rights agencies in Australia and overseas, government ministers and the international media until my injury in 2002 and medical retirement in 2003.

## **Submission Introduction and explanation of my ongoing involvement via the Scott Johnson matter and the focus on gay hate related murders**

In 2007, after reading an article in the Sydney Morning Herald I reluctantly (given my injuries and daily difficulties) became involved in what I thought would be brief discussions with the investigative journalist/private investigator, Daniel Glick, who was working for the family of Scott Johnson whose body was found at the base of Cliffs at Blue Fish Point in Dec 1988. I formed the opinion that Scott Johnson was more likely the victim of a gay hate murder rather than a suicide given my experience (a) with similar cases of similar modus operandi where gay bashers used cliffs as a weapon; and (b) my work with teenagers in schools who had detailed knowledge of cliffs as a fascinating and convenient location for gay bashings which could easily become murders.

During the 1990s I listed cliffs as an actual murder weapon in my training and presentation overheads which I still have. It was my opinion in 2007 that the NSW Police perhaps just needed the Johnson family pleas and reports framed in language that the NSW Police might better understand and respond to. I thought I would be able to provide some brief advice and that would be the end of my involvement.

That was unfortunately not to be the case. I say unfortunate because I would have hoped that a positive resolution would have been achieved for Scott's family and also that I would not be in the position of an ex-employee commenting on my ex employer's current work. That is not ideal and it can understandably cause irritation to the ex-employer, the NSW Police. I have remained involved in that matter because I have felt it beholden on me as the possessor of unique historical knowledge to provide information and my impartial view regardless of my preference not to.

- I sent my first report to the NSW Police (Report Date 1/2/2011, Report length 9 pages) regarding the death of Scott Johnson on 2<sup>nd</sup> February 2011 offering my opinion.
- I wrote an updated version of that report in June 2011 for the NSW Police including an additional paragraph 1.4 with more details about murders at cliffs (Report Date 1/6/2011, Report length 11 pages). They provided both to the NSW Coroner in 2012 at the time when the Police supported the overturning of the suicide finding;
- I wrote my third report to the NSW Coroner in December 2016 (Report Date 9 Dec 2016, Report length 22 pages and with attachments a total of 119 pages); and

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- I wrote my fourth report to the NSW Coroner in May 2017 which included 4 pages of additions to my 3<sup>rd</sup> Report (Report Date 24 May 2017, Report length 26 pages, no attachments).
- I also wrote directly to the NSW Police Commissioner and to the NSW Coroner in October 2014 and to the NSW Police Minister in November 2014 encouraging some kind of big picture intervention. I wrote those letters/reports out of my concern for the damage that could be done to the progress of police LGBTI liaison over the process of the Scott Johnson case. I genuinely hoped someone senior might find themselves able to resolve what was looking likely to become a debacle and that I thought was avoidable. I have always had great respect for the many fantastic police I have worked with over the years and the many excellent and inspiring senior police I have known in my career. I have often witnessed upper level senior police intervene and resolve situations that less senior police were unable to see or solve.

It has never been my desire to speak out in some type of opposition to the NSW Police. I do not do such a thing lightly. It is with sadness that I have found myself in this position and that I am now writing this submission to this Inquiry. I was employed by the Police for 12 years and my role was to keep them in the best possible light by strategising, advocating and designing authentic and genuine change where it was needed with a spirit of partnership, optimism and forward thinking. I still wish to see the police move forward and be seen in the best possible light for all the good and excellent work that they do every day including on these issues. They are an essential pillar of the community but with that role comes a great deal of responsibility.

I see my role in these matters as doing my best to be an impartial, objective observer and adviser/commentator providing advice with a commitment to pursuing truth, fairness and resolution. When the then Head of NSW Police Homicide kindly met with me in 2013 to advise me of the police findings and opinion in the Scott Johnson matter we discussed our views and differences. I explained to him that I believed that, on the balance of probabilities, Scott Johnson was most likely murdered. I explained that I could not understand the Police view if they were using 'balance of probabilities' and that while I was very loyal to the NSW police I was more loyal to truth and justice and that if police genuinely held that view then I would have no choice but to publicly state my opinion. Based on my public service and police service career I further explained that I was most concerned that the police would inevitably launch a type of "world war three battle" on the Scott Johnson matter.

I am a bridge builder, peacemaker and mediator by temperament. In my first report to the NSW police in 2011 I clearly stated that I did not think that fault should be laid at the feet of police for the original investigation and that it should be seen in the context of policing on gay issues in that era. The November 2013 NSW police report on Scott Johnson's death in several places seemed to have the intention of discrediting my opinion and my genuinely held views, sometimes with inaccurate statements and by misquoting my written words. I then had no choice but to eventually respond to those personal criticisms after they were drawn to my attention by journalists and to then address them in my third report to the Coroner.

When I worked at the Ombudsman's Office, the then Ombudsman George Masterman QC called me into his office one day in 1982 or thereabouts and said 'you achieve some of the best results in this office Sue but you mediate everything when you are meant to write wrong conduct reports to Parliament. I know you get some of the best results, the government departments admit their mistakes and fix their systems and the complainants are happy but you are not meant to arbitrate, that is not in our legislation. You are meant to report wrong conduct to Parliament'. I explained that I was not one to hit people over the head with a hammer when you could resolve a problem effectively and with systems change through consensus.

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Even with Operation Parrabell I attempted to privately explain to Police the history of the rigorous, authoritative Police Service research conducted and published jointly with the highly respected independent federal Australian Institute of Criminology (AIC) on the gay hate murders. I do not understand why the police would not stand by their own research conducted contemporaneously while cases were actually happening, research which they were greatly applauded for and recognised for in the late 1990s and early 2000s.

To instead, nearly 20 years later, try to portray that research (which was conducted to an academic standard following a stringent research process of academic review and published as such) as 'Sue Thompson research' as if I was a Lone Ranger acting on my own behalf whilst employed by the NSW Police Service is incorrect and misleading. All work that I did during and as part of my employment with the police was closely scrutinised given it was work as the "gay and lesbian client group consultant". In fact, in my experience and opinion, my work was often more intensely scrutinised than other client groups. Any formal documents that I wrote for public release or publication were properly approved, authorised and endorsed as Police Service documents as one would expect. This was also certainly true with my work on gay hate murders where cases were always scrutinised and reviewed by operational police at Assistant Commissioner level. To imply that the research is somehow not formal NSW Police Service research is incorrect, ill-informed and misleading.

I have always chosen not to reveal much at all of the challenges and difficulties of my twelve years in police as the Gay/Lesbian Client Consultant, as that is an expected part of the journey with a challenging change agent job. This was also true in my 4 reports to the Coroner as it would have been unnecessary, superfluous and counterproductive but I consider that the terms of reference of this Inquiry mean it is beholden on me to provide an honest perspective on some specific issues regardless of my reticence. My 12 years in the NSW police would not have been nearly so successful if I had dwelt on the downside and the difficulties of that time. Instead, I chose to share them with supportive Assistant Commissioner level police who advised me of the best way to proceed each time I encountered such difficulties. They were some of the most decent, honourable and inspiring people I have met in my whole life and had the privilege of working with. Sometimes I also put those issues and problems in writing when I thought they needed to be formally recorded and submitted. I always attempted to have them addressed.

I loved working for the NSW Police, it was an organisation that attracted so many wonderful people. There were of course also many difficulties dealing with the issues of the gay/lesbian client consultant. I knew before I applied for, or started, my job in 1990, that would be the case - that was the whole point of the job. The challenge would be how best to deal with it and help move an organisation forward at an exciting time in history when that was its stated intention and commitment.

In my 4<sup>th</sup> Report to the NSW Coroner on Scott Johnson (**ATTACHMENT 9**), I detail many of the excellent police and others in this field of gay/lesbian hate crimes whom I had the pleasure of working with and being inspired by.

I also attach an Op Ed piece that I wrote in 2015 (**ATTACHMENT 3: Op Ed Hate Crime Violence in the 1980s and 1990s**) after Lateline's Emma Alberici interviewed Det Ch Insp Pam Young and Mike Gallacher, ex Minister for Police, on the Scott Johnson case. I wrote it to provide a personal account of what it was like working in that era on these violence issues, on the actual epidemic of Hate Violence in the 1980s and 1990s, on the role of Police Ministers in moving the Police Service/Force forward, on the good senior cops and the GLLOs. Perhaps most importantly I wrote it to articulate and put on record **"It is now time for historical truth to be honoured"**. This document with attachments is my Submission to further that goal.

## Eight Main Issues in my Submission

My health difficulties mean that the tight timeframe for Submissions effects my ability to be more concise as I will not have time to edit carefully. Please accept my apologies.

I have prepared a Timeline, as part of my Submission. In it I summarise what I consider to be the key relevant historical events in gay/transgender hate crimes from 1978 to 2018 [**Attachment 1**]. I am not able to spend the hours to detail this in writing to the Inquiry and hopefully the summary timeline version is helpful. I could perhaps answer questions regarding the details in person.

**In this submission I will address as concisely as possible these main issues (including attachments which also form part of my Submission):**

1. My opinion of the **Operation Parrabell** report and my opinion of the dangerously **flawed current methodology** being used by the NSW police to reclassify gay hate murders retrospectively and the danger of continuing with such rigid narrow non-inclusive assessment methods and criteria.

My related concern that the NSW police seemingly misunderstood the **implications of the Coroner's findings in the Scott Johnson matter** (and what it should indicate to them in terms of the proper classification and identification of possible gay hate murders) as evidenced by their Parrabell Report which was published six months after the Coroner's Findings.

My related concern that their current and therefore possibly future process for such identifying/identification and classifying is out of step with others including (a) the NSW Coroner, (b) historical research by the Police itself conducted jointly with the independent criminology experts of the day, the Australian Institute of Criminology (AIC); (c) Prof Stephen Tomsen well-known and respected for his research expertise on gay hate homicides and (d) community standards and expectations as evidenced in ACON's Report "In Pursuit of Truth and Justice".

My related concern that despite the Police spending several years and a lot of human resources they still steadfastly believed that Scott Johnson's death was most likely a suicide, and that even after it was ruled death as a result of a gay hate attack, that they did not use this information to reflect upon their thought process, investigation and methodology, so as to rethink and review their whole Parrabell view before publishing the Parrabell Report six months later. In doing so they reclassified, retrospectively, many gay hate murders which the Police Service/Force had previously identified as such and which detectives had contemporaneously classified as likely or actual gay hate murders in the era in which they occurred, including the extremely brutal murder and dismembering of Stephen Dempsey which I would expect that Peter Rolfe of Support After Murder will make a submission on.

2. My experience and opinion of certain aspects of the **Scott Johnson** investigation and review and how that likely suggests an organisation out of step with the community and with many with expertise and specialist knowledge
3. the historical problem with the New South Wales police **treating the LGBTI programs/policy area differently from equivalent programs/policy areas** as evidenced by the historical different grading of positions and different levels of support and staffing resources before and during my

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time in that role. I do not know if this is still the situation but it certainly needs to be examined. There are inevitable problems with continuing to flag to the organisation that one area (or client group) is less worthy or important than others. Senior officers pay attention and notice such difference, read into it what they will and then reflect it to their own troops consciously and unconsciously. Terms such as tokenism, poor cousins spring to mind. Actions will always speak louder than words and especially so in an organisational context. Differential support and resourcing engenders differential treatment generally and inevitably models 'acceptable' attitudes, policies, procedures, actions which may in fact not be acceptable but be discriminatory without anyone even realising.

4. My opinion, from 12 years of experience in the Police Service, that irrespective of the skills and genuineness of individual police it is important that a **corporate spokesperson on LGBTI issues** should be of sufficient rank to influence other senior police, to hold the big picture in focus and to disagree authoritatively when necessary ie needs to be above rank of or at the very least equivalent to region commander. A local area commander does not have sufficient weight or perspective.  
Importantly, again here some assessment needs to be made of whether the rank is comparable for senior police doing equivalent corporate spokesperson jobs for ethnic, aboriginal, youth etc.
5. My observation that in the **Alan Rosendale** bashing, that relevant police records should be accessible from NSW State Archives given what recently happened with the Lyn Dawson case when Ombudsman's records were obtained despite even the Ombudsman's Office incorrectly saying there were no such records in existence.
6. A couple of short written descriptions of relevant historical events referred to in my Timeline including those related to the February 1995 Parliament House Launch of **Out of the Blue, A Police Survey of Violence and Harassment Against Gay Men and Lesbians** by then Police Minister Garry West. That event is relevant to the current police response and issues with violence research.
7. Some information from GLLOs during my employment with NSW Police eg some key results of the NSW Police GLLO Survey and a current quote from an ex police officer who was one of the great GLLOs
8. My suggestion that the Committee **formally request that either the NSW Library or National Library of Australia prioritise the setting up of an Australian/NSW Gay & Transgender Hate Crimes Collection** and that they gather, acquire, collect & make accessible certain documents, booklets, items, research, resources etc so that they are available for future research, historical access & accuracy. A thorough history can demonstrate the contemporaneous history of this violence, the research on it and the government response to it. Researchers, historians, media can then form their own opinions on any distance yet to go in addressing the problems. NSW has at one time been a world class leader on these issues. If accurate information & access to this information is eroded over time (which obviously can easily happen without safeguards in place) it is far too easy to re-write history and suggest it never happened or indeed as has been done with the Parrabell Report to say 'we have now had a closer look and it was not really as bad as people once said, it was only a "so called crime wave" '. I have a thorough, detailed, digital list of all documents, items etc in my personal collection.



# 1. 'Strike Force Parrabell's Report' and 'Coroner Barnes' findings in 3<sup>rd</sup> Scott Johnson Inquest' and the related implications for identification of gay/transgender hate crimes

1.1. It is important under the Inquiry's terms of reference to examine Parrabell, as current Police policy and practice, and whether it effectively addresses gay hate related crimes. I wish to put on the record my opinion that Strike Force Parrabell is not accurately described as "progress made by NSW Police through Strike Force Parrabell". While I understand it would be polite to say so, I cannot in the context of a Parliamentary Inquiry where I am referring to Parrabell's Final Report. I fully understand that, without having access to all the information about it, it would be easy to believe the media reporting of the Parrabell Report at face value. I have no personal problem whatsoever of any kind with anyone involved in the work of that Strike Force, instead I am making my own objective observations about the Report produced, not the people or their presumably good intentions. Parrabell was portrayed as progress in the media with a lot of what I would call "media spin" attached to it but I consider that to be more misleading than factual or accurate. It is wise to remember that the NSW Police had, and to my knowledge still have, a very sophisticated and highly resourced 24/7 media unit (unlike anything most people would have ever encountered). It is important to understand Parrabell in its historical context:

1.1.1 Parrabell's timing and the reasons for setting it up. Parrabell had started work in August 2015 (although its big media launch was May 2016). Parrabell was established after the extensive media coverage and growing momentum regarding Scott Johnson's case and particularly the attention to the approx. 80 historical possible gay hate murders and the up to 30 of those which remained unsolved [see my Timeline attached]; it was soon after the NSW Coroner Barnes ordered a 3<sup>rd</sup> Inquest into the death of Scott Johnson (13 April 2015); soon after a senior female detective in charge of the Police Review of Scott Johnson's death gave an unprecedented interview to ABC Lateline on the same day extolling the Police view that his death was suicide (13 April 2015) and that the then Minister was somehow to blame for listening to the Johnson family and requiring the Police to review the case (14 April 2015); established soon after the Coroner insisted that detective be removed from the case (21 Apr 2015) because of the appearance of bias which then led into the early retirement of a popular and respected officer; soon after Blackfella Films had started work on its feature length documentary 'Deep Water the Real Story'. Further, Parrabell did its big media launch after Rick Feneley started his research and writing for an unprecedented approximate 30 page online indepth media event on the gay hate murders and the unsolved cases (March 2016) and another Rick Feneley article in the SMH (18 Apr 2016);

1.1.2 the fact that for the review of the old murders from 20-40 yrs ago Parrabell applied new criteria, applied it retrospectively and used criteria which is significantly more rigid and narrow and more in keeping with an evidentiary court standard than a police investigative standard which is not required for prosecutions but merely for the purpose of identifying crimes and crime patterns and better understanding them. I have previously documented my view on these

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rigid narrow 'evidentiary standard' tests and my opinion of their inappropriateness for everyday policing, for assisting police in identifying potential motives, for identifying potential patterns so that we never return to the era of the 1980s where gay hate murders went predominantly unrecognised and thus unsolved [see Attachment.....]. Using narrow criteria makes it far too easy to return to an era where these crimes go undetected and thus unsolved again. It is naïve to think they will never happen again, we live in a challenging world where 'civilisation' is often a thin veneer until the surface is scratched. Current hate posters appearing in Townsville and Melbourne with a skeletal grim reaper of death state "they're queer, they're here but not for much longer" (Oct 2018 – Sydney Star). This morning a FB person took photos of someone in Sydney spray painting "Bash a Gay Today" on a wall (7 Oct 2018 – FB photos retained). A fortnight ago a friend's gay nephew and partner, when returning from a South Sydney football game, were harassed and intimidated for the entire journey on a Sydney Train by a carriage full of teenagers who had attended the game. No-one spoke up to assist them and they were extremely fearful and traumatised;

- 1.1.3 that Parrabell applied the new rigid criteria retrospectively to cases without the benefit of the information or expertise that was available contemporaneously at the previous time in history;
- 1.1.4 the fact that the Parrabell Report and its Flinders Review attempts to dismiss and set aside earlier, formal, joint NSW Government and Federal Government research is over-reaching and controversial. That research was conducted jointly by both levels of government from 1999-2000 and it was authoritative, formal, peer reviewed and published to academic research standards. Parrabell and the Flinders Review are not.
- 1.1.5 I refer to the formal joint NSW Police and Australian Institute of Criminology research on gay hate murders published in summary by the AIC in 2000 and launched by the Federal Justice Minister Amanda Vanstone **[ATTACHMENT 4 - *Gay Hate Related Homicides: An Overview of Major Findings in NSW*, Jenny Mouzos (AIC) and Sue Thompson (NSWPS), Australian Institute of Criminology, Trends & Issues in Crime and Criminal Justice, No. 155 June 2000]** and then published in full in a formal academic journal subject to strict academic research standards in 2001 **[ATTACHMENT 5 - *Comparison Between Gay Hate Related Homicides and Other Male Homicides*, Jenny Mouzos (AIC) and Sue Thompson (NSWPS), Current Issues in Criminal Justice, Journal of the Institute of Criminology, Vol 12, no. 3, March 2001, University of Sydney, Faculty of Law],**
- 1.1.6 The Parrabell and Flinders Review Reports contain many inaccurate statements about this history and the previous gay hate murders research and lists and the credibility of those.
- 1.1.7 The Australian Institute of Criminology's (Federal Government) lead researcher and co-author of the research was Jenny Mouzos who is now Dr Jenny Cartwright. She is a highly respected senior professional employed by the Australian Federal Police. "Her doctoral research in 2003 examined over 470

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cases where women were killed in Australia over an eleven year period. Dr Cartwright was employed at the Australian Institute of Criminology, Canberra for ten years managing a number of monitoring programs (homicide, drugs, armed robbery and firearms), and has extensive experience in conducting research, particularly on the various risk factors for involvement in victimisation and offending. She has published widely and presented her findings both nationally and internationally. Dr Cartwright is currently employed with the Australian Federal Police as the Coordinator – Strategic Initiatives, High Tech Crime Operations (HTCO). Dr Cartwright leads three Teams: (1) Cyber Crime Prevention; (2) National Missing Persons Coordination Centre; and (3) Strategic Management”.

Quote from Family Online Safety Institute

<https://www.fosi.org/people/dr-jenny-cartwright/>

- 1.1.8 I would think Dr Cartwright would be available if the Parliamentary Inquiry wished to ask any questions of her regarding our previous published gay hate homicide research and the validity and credibility of it.
- 1.1.9 The outcome of the Parrabell Report i.e. that it drastically reduces and un-counts the numbers of gay hate murders when compared to much previous research, reducing them from the previous 37 independently AIC verified gay hate murders (8 unsolved) for a 10 year period (1989 to 1999); from the previous 74 found by Prof Stephen Tomsen in his Criminology Research Council grant work (19 unsolved) for a 20 year period (1980 to 2000); from the 8 unsolved which the Unsolved Homicide Team agreed to in 2013 in their report; from the previous “up to 80” documented by investigative journalist Rick Feneley in his extensive articles in the Sydney Morning Herald and SBS online (with up to 30 unsolved);
- 1.1.10 Its result is to rewrite history, wipe the slate clean as if it never existed and make up an entirely new narrative stating that in an approximate 24 year period there were in fact really only 27 or 29 gay hate related murders and only two or three remain unsolved.
- 1.1.11 I would anticipate that the Parrabell Report will not stand up to external scrutiny over time and be the subject of other criticism in other places. It would however be far more preferable and positive if Commissioner Fuller could himself find a way to move forward without letting a re-write of history stand as the Police public word on gay and transgender murders. I am not suggesting that Parrabell was an intentional attempt to re-write history but that is currently the end result. Without intervention it will continue to be an ongoing source of unnecessary unease and criticism. I am sure there are many talented senior police with excellent ideas for resolving this and strategically moving forward. As I quoted earlier from ex GLLO Kylie Cronin, “Fuller was one of the most ‘by the book’ and thorough investigators that I had the privilege of working with. He would not shy away from ownership of policing that could have been done better, particularly in relation to historical events”.

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- 1.1.12 If it becomes necessary, but hopefully it will not, attention could be given by the Inquiry regarding the extremely long process of even finding an academic or academic review team who were willing to take on the role of reviewing the Parrabell Report. That process took approximately 18 months until finally the Flinders team agreed to take on the work. Some people have called this issue “the unmentionable background”. There was apparently much discussion of this in academic circles as many declined the task. I am aware that academics would be reluctant to talk about it openly or publicly, but some might be brave enough to make mention of it, if it was needed.
- 1.1.13 I keep trying to find a way to politely ignore the Parrabell report and Flinders review and make this submission but I cannot find a way to do that.
- 1.2 Most importantly Parrabell & Flinders do not use the same, or even similar criteria, measures, standards, reasoning or application of the balance of probabilities test as used by Coroner Barnes in determining Scott Johnson most likely died in a gay hate attack (Nov 2017). That is a fundamental flaw of Parrabell and the Flinders review. When the Coroner ruled on Johnson & showed that NSW Police were out of step with the reasonable application of the balance of probabilities test in regards to how to identify gay hate crimes, Parrabell & Flinders should have completely re-thought Parrabell, instead of staying with their pre Inquest views and Reports and seeming to hope that nobody would notice the incongruence.
- 1.2.1 Parrabell becomes irrelevant and fundamentally flawed in light of the Coroner’s Findings in the 3<sup>rd</sup> Scott Johnson Inquest. Parrabell’s results are actually 2017 pre-Johnson Inquest Findings but are published post Johnson in 2018. Perhaps this is because neither Parrabell nor Flinders took full cognisance of the implications of the Coroner’s Findings for the issue of gay hate crimes generally. Perhaps they found them difficult to accept. Perhaps they did not accept them at all.
- 1.2.2 Parrabell does not use a balance of probabilities type of test but instead looks for “evidence” and uses a 10 point BCIRF (Bias Crime Indicators Review Form). My view on rigid criteria and their appropriateness for Police operational & investigative work to better understand patterns and identify MOs & offenders has been well detailed previously. Rigid, narrow criteria for Policing purposes (not court trials) are appropriate only in countries where a further judicial penalty is applied by criminal courts if a bias finding is proven beyond reasonable doubt. Again, these narrow criteria are not useful at all in the early identification phase.

As I said in my 4<sup>th</sup> Report to the Coroner

“As the UK Law Commission’s Commissioner for Criminal Law said in a report reviewing hate crimes in May 2014 “the police and CPS may “flag” offences as hate crimes but they adopt a much less stringent test (based on perception not proof)”. It is basic common sense that Police records in these cases should be about flagging, not about only flagging what can be proved”.

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- 1.2.3 Flinders, rather than properly addressing and dealing with the use of such criteria as some academic reviewers might have felt they should, instead chose to merely critique the police BCIRF form in a footnote, at footnote 20:

*Whilst the NSWPF placed great faith in this instrument, the academic team were surprised to discover that scarcely any academic literature exists that has evaluated or critiqued this instrument. Indeed, our search efforts could not even locate one academic article. Nor could the NSWPF supply such an article when requested to do so. In the face of an apparent dearth of such literature, the academic team are reluctant to endorse these indicators. The academic team are not decreeing they are wholly deficient and needing to be dropped, but we would have liked to garner independent evidence that they are indeed 'best practice' for law enforcement. We note here that with few choices available (the UK model is over-inclusive because it pivots on victim perceptions), the NSWPF worked with this instrument despite empirical evidence for its efficacy.*

- 1.3 Numerous of the cases which Parrabell has deemed 'no evidence of gay hate bias' or 'insufficient evidence of gay hate bias' are cases which actually had much more 'evidence' of being a gay hate crime than Scott Johnson's case which the Coroner found to be a gay hate crime in Nov 2017. Police should be making all efforts to flag and identify as many cases as possible as it ultimately helps them solve crimes. Ruling out murders that could be gay hate murders early on in an investigation is simply inexplicable, counterproductive and madness in my opinion. One of these that Parrabell ruled out is the murder and mutilation of Stephen Dempsey in 1994 – the investigating detectives always said this was a gay hate crime and still do (see Peter Rolfe likely submission). Another case where even a Coroner's findings are ignored by Parrabell / Flinders is Ross Warren – the NSW Deputy Coroner Milledge (a previous police officer) herself ruled this a gay hate crime in 2005.
- 1.4 Parrabell has actually been a modern day Police rewrite of an important part of history that the NSW Police itself once described completely differently at the time period when it was actually taking place and being witnessed by Police and the community. The NSW Police was once proud of its role in changing that history and addressing the huge amount of hate crimes and murders. Police Ministers were recorded repeatedly in Hansard talking about it. The Commissioner, Assistant Commissioners, Patrol Commanders and myself are recorded in the media talking about it hundreds if not thousands of times. We were describing events as they were happening, we were there, we were not re-writing it decades later. **(ATTACHMENT 9: WHAT IS A HATE CRIME OR ANTI GAY KILLING, THOMPSON v5 2017)**
- 1.5 Parrabell and Flinders even go so far as to imply that the previous history was a version of history that was somehow made up or exaggerated by individuals, hoping no-one will realise that it was the Police Service/Force at a senior level that said one thing in the 1990s and the same Police Service/Force that is saying something completely different now. I question what is the point, the purpose, the genuine anticipation of what outcome, what 'good will' is it likely to foster? When has rewriting history ever made the group that was historically disadvantaged feel happier about the history or the future together?

The NSWPS already spoke in 2000 and 2001 jointly with the world respected AIC. In my humble opinion rewriting history using completely different, much more rigid criteria and looking back retrospectively with that new criteria is unlikely to actually help with moving forward and building better relations – unfortunately I doubt it.

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In 2018 saying things weren't really as bad in the 1980s and 1990s as we said they were in the 2000s is not likely to make many people feel very happy. It's sadly unlikely to work as an effective strategy / approach in any form of relationship counselling or relationship building. Without meaning to cause offence, it could be described as perhaps similar to saying not that many Jews were gassed in World War II as we originally thought or not that many aboriginal children were taken from their parents as we once said or maybe they weren't taken because they were aboriginal but because of some other reason.

If the goal (see Parrabell page 18) was "to bring the NSW Police Force and the Lesbian, Gay, Bisexual, Transgender, Intersex And Queer community closer together by doing all that is possible from this point in history", then this is probably not the best way to genuinely go about achieving it. It is a very good and important goal that everyone hopefully will be able to focus on after the Parliamentary Inquiry or indeed because of the Parliamentary Inquiry. Moving forward without telling the truth about the past is problematic. Presumably this is also why Commissioner Fuller himself made a recent apology to the 78ers because of the importance of acknowledging the past.

- 1.6 The criteria used to determine "gay hate bias" shifts throughout the Parrabell report and it is variously called "significant role" (page 55), "contributing factor", "determine if any gay hate bias was involved in the deaths", "dominant motivation" (page 37). It is unclear whether it is "significant", "contributing", "any" or "potential" (page 20). At page 21 "to be clear, NSW Police Force investigators assigned to Strike Force Parrabell applied a general tenet to case classification by answering a simple question: "is there evidence of a bias crime?". The use of the term 'evidence' is telling, too restrictive and in my opinion counter-productive for policing purposes. It is reasonable for court purposes or criminal trials but not for operational policing purposes of flagging crimes, understanding motives, keeping an open mind, identifying crime patterns and thus better investigation of crimes.

**(ATTACHMENT 10: COMPARISON TABLE OF CURRENT POLICE BIAS INDICATORS v PREVIOUS POLICE GAY HATE HOMICIDE INDICATORS)**

- 1.7 The current 10 NSW Police bias indicators in the Police Bias Crime Indicators Review Form are generic to all 'bias crimes':

- *Differences*
- *Comments, Written Statements, Gestures*
- *Drawings, Markings, Symbols, tattoos, Graffiti*
- *Organised hate Groups (OHG)*
- *Previous Existence of Bias Crime Incidents*
- *Victim/witness Perception*
- *Motive of Offender/s*
- *Location of Incident*
- *Lack of Motive*
- *Level of violence*

- 1.8 In the earlier joint Police and AIC research the list of possible indicators in gay hate related homicides were specific to gay hate murders. (This difference is important in part because it takes into account the historically high number of these murders at "beats". In my Training and Conference Overheads I identified that 61% of gay hate murders happened at home, 24% at beats and only 11% on a public street. By Parrabell using the current day generic bias crime indicators they may have missed the importance of beats as an

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environmental indicator of a gay hate murder). See also later discussion in this section on the limitations of using a 'one size fits all' approach.

**1.9 The original NSW Police and AIC indicators were used in the 1999 and 2000 research and were specific gay hate murder indicators developed and refined by Police then Police and AIC:**

- *formal or informal admissions by perpetrators;*
- *anti gay/lesbian abuse;*
- *proximity to a known gay social club/venue;*
- *proximity to a beat (A beat is a meeting place for men who have sex with men, usually a park, bushland or beachside area. A sexual encounter may occur in the location or be arranged);*
- *information on motive from persons known to offender/victim;*
- *nature of injuries (for example sexual overtones to injuries, mutilation);*
- *frenzied nature of attack;*
- *time-related to major gay community event;*
- *absence of other motive;*
- *alleged sexual proposition / suggestion / advance by victim to perpetrator;*  
*and*
- *other indicators emerging after commonsense review of the circumstances (with a footnote 16 reference – which explains this term is used by NYPD).*
  - *[Note this final indicator was not in the 6mth earlier research summary published as an AIC Trends & Issues Bulletin 155]*

**1.10 I am not physically well enough to provide a detailed review of Parrabell for the inquiry but will just comment on a few other serious factual errors which occurred despite full and accurate information being given to both Parrabell and to Flinders by me:**

factual error - "During 2013 a number of articles were published in mainstream Sydney media together with a scholarly article published by the Australian Institute of Criminology (AIC) relating to 88 suspicious deaths with potential gay-hate motivations across NSW". (Page 17)

- Incorrect and misleading, the "scholarly article" was not published by AIC, it was certainly not published in 2013 but the summary in 2000 and the scholarly article in 2001.
- The initial summary of the joint AIC and the NSW Police research was published by the AIC in the Trends and Issues Bulletin, 155 in 2000. It was reviewed and approved by senior police at Assistant Commissioner level. It had the Police Service logo on it & the AIC's. It was launched by the Federal Justice Minister. See my comment at point 10.
- The scholarly article of the full research was published in an academic journal *Current Issues in Criminal Justice, Journal of the Institute of Criminology* March 2001. Note that it is not the same body as the Australian Institute of Criminology (AIC). It was reviewed and approved by senior police at Assistant Commissioner level which means it was approved and endorsed by the NSW Police Service itself and certainly not by any individuals such as myself.
- Neither Parrabell nor the Flinders team appear to have read the full academic peer reviewed published 32 page research. It is not even in the References.

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- The NSWPS originally identified the 44 possible gay hate murders from 1989-1999. The AIC used its own homicide case files from the NHMP (National Homicide Monitoring Program) to review and independently assess the NSW Police 44 cases and removed 7 cases as having insufficient evidence to fit the criteria of “possible gay hate related homicide”. 37 of the original 44 cases were then jointly studied.
- There is an incorrect merging of completely different events in history. The so-called 88 deaths were initially recompiled in 2013 covering a 20 year period and bringing together the joint research of the NSW Police Service and Australian Institute of Criminology (deaths in 1990s) and the research of Prof Stephen Tomsen (deaths in 1980s and 1990s). Within two weeks we had already stated there were not 88 on the list.

1.11 factual error - “The focus of investigators was the list developed and published by the AIC”. (Page 18)

- Incorrect and misleading, the list was developed by NSW Police, not the AIC. This continuing rewriting of history suggesting someone else developed a list when it was actually the NSW Police Service who developed the list is very misleading. The List was developed while I was employed by the NSWPS and all such lists went through Assistant Commissioner level for approval and if there was any kind of sensitivity it would go higher. The list was independently reviewed by the AIC who reduced the cases that we would study from 44 homicides to 37 homicides for purpose of strict research (read methodology published with research).
- Incorrect again in that there was no list of the murders ever published with that research in 2000 or 2001.
- Again the summary of the Police and AIC research was published by the AIC in 2000 bearing both official logos and launched by the Federal Justice Minister and the full research was published in a scholarly article in an independent academic journal in 2001.
- I think Parrabell might be talking about the recompiled list of gay hate murders done by myself, Prof Stephen Tomsen, ACON and Peter Rolfe (Support after Murder).

1.12 Factual error - “On 30 August 2015 Strike Force Parrabell commenced a thorough investigative review to determine whether 88 deaths originally listed in a submission to the Australian Institute of Criminology, and commonly referred to by media representatives, could be classified as motivated by bias including gay-hate”. (Page 19)

- Incorrect, there were no 88 deaths originally listed in a submission to the AIC (covering a 23-25 yr period). There were 44 in the Police List/Submission to the AIC in 1999 (covering a 10 year period).
- The NSWPS originally identified 44 possible gay hate murders for the 10 years of 1989-1999. The AIC applied the NHMP (National Homicide Monitoring Program) independent files & dismissed 7 cases as insufficient evidence for strict research protocols. 37 were studied. 44 still were listed for Police & other purposes.
- Professor Stephen Tomsen conducted extensive research at the same time after being granted formal access to all Police and Attorney General files. He was granted Police approval by the Deputy Commissioner’s Senior Working Party on Police Gay / Lesbian Relations & Reducing Violence. That Working



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Party comprised 3 Assistant Commissioners, various Police Branches, myself and Barrister David Buchanan (currently Banking Royal Commission) for ACON. Tomsen identified 74 possible gay hate related deaths 1980 – 1999 (55 solved, 19 unsolved).

- There is a conflation of completely different events in history.

The list to the AIC was from the NSW Police, it was in 1999 and it had 44 cases covering a 10 year period.

The so-called 88 deaths were initially recompiled in 2013 covering a 20 year period and bringing together the joint research of the New South Wales Police Service and Australian Institute of Criminology (10 years of deaths in 1990s) and the research of Prof Stephen Tomsen (20 years of deaths in 1980s and 1990s).

There were not 88, initially there were perhaps 87 but within 2 weeks we had refined, reviewed & reduced that and eliminated several.

Further refinements left us with a list in 2014 of 71 gay hate related murders from 1977-1999 (end). Of that 71, 21 were unsolved. The Flinders group were provided with that information in detail, importantly our revised number dating back to 2014.

1.13 Factual Error: “In 2002, the then NSW Police Gay and Lesbian consultant, Ms. Sue Thompson, identified 88 cases between 1976 and 2000 that potentially involved anti-gay bias. The death of Scott Johnson and five others in the *Strike Force Taradale* investigation were included in this list of 88 cases. More recently, there has been significant media coverage of a so-called ‘gay hate crime wave’ of the 1980s and 1990s in Sydney. A TV documentary and a fictional drama”. (Page 55)

- Flinders are incorrect. I identified the Police Service’s 44 cases to the AIC in 1999. I was medically retired in 2002.
- The list was for the 10 year period 1989-1999, not the 24 or 25 year period 1976 – 2000 as Flinders have said.

1.14 There was indeed a gay hate crime wave in that era. Anyone in or closely connected to the visible LGBTI community who lived and socialised in the community in that era, was aware of what was happening or was touched by the reality of it and would likely agree (see my document Op Ed **ATTACHMENT 3**).

1.15 Again I refer the Inquiry to my personal **digitised media collection of 2,400 newspaper pages** from 1990-2001 wherein word searches reveal these results in media articles where ‘optical character recognition’ could detect the search terms which I entered:

Violence = 2953 references

Bash = 1283

Attack = 1244

Murder = 1111

Minister = 673

Complain = 592

Thompson = 576

Commissioner = 489

AVP = 342

Panic = 179

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- 1.16 I am not well enough or physically able to do any review of the 2,400 digitised pages that I now have in my collection but I am certain they will document senior police and formal Police Media Releases repeatedly making public formal statements about the violence and crime wave or equivalent phrases, including various Police Ministers in the media, in Ministerial Press Releases and also in Hansard. There will likely be many additional articles in my Collection where OCR could not read the word I was searching for. I would welcome any formal research or study of my recently digitised Media Collection (1990 – 2000).
- 1.17 To use the term “**so called** ‘gay hate crime wave’ is offensive and inflammatory and intentionally implies something might have been made up and should be viewed with suspicion or disregarded. It is a snide, dismissive, throw away, cynical, flippant term used by someone looking back from the comfort of the present to a time and place they did not witness or live through and were not part of (see my previous comments at 1.5).

I will go so far as to say that for such a term to be used in a formal review/report by anyone in the present day who was not there in the past that they are referring to - who did not live it, did not witness it, was not effected by it, did not lose friends to it, did not bleed because of it, did not live in constant fear because of it, did not have to deal with it every day of their lives or certainly every weekend and/or did not have the resources or will to adequately research it or report on it – is reprehensible.

The term “so called” is actually quite a serious and disrespectful insult to the many whose lives were effected or taken in that time and the many who worked tirelessly to bring about change and justice and to end the violence epidemic including the many excellent, upstanding, honourable senior police and civilians in the Police Service and the many courageous police in GLLO roles within the Police Service, the many supportive Police Ministers, the Anti-Discrimination Board, the LGBTI community, LGBTI community organisations and the other stakeholders on all sides of politics.

I have prepared a detailed Timeline covering some of the key historical events of the “so called gay hate crime wave” and the government, police and community responses to it. I bear witness to the fact that it was indeed a terrible crime wave. In my Timeline I have listed documents, dates, people, agencies and events so that anyone who might genuinely want to conduct an accurate historical review of that crime wave will have a summary document as a useful accurate reference point from which they can locate and drill down in to detailed documents and historical records. Over a period of years I have been in the slow process of cataloguing, archiving and digitising my own personal collection for my personal historical accuracy and reference.

- 1.18 Flinders seems to believe they can somehow hold themselves up as some higher authority and thus dismiss the status and authority of the previous State and Federal Government research which was conducted to a much higher academic research standard than their own. That earlier research was conducted with the expert independent national criminology body in Australia and at a time when understandably any such research would be under strict scrutiny. Also, importantly when such research is to be published in an academic journal it goes through stringent, rigorous research processes and review processes which took many months: Page 97 Parrabell/Flinders.

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“At the same time, we do not find support for Mouzos and Thompson (2000) in their finding of 37 victims of gay hate homicide in the period between 1 July 1989 and 30 June 1999.

We found:

- 7 *gay bias* homicides in this period,
- another 12 anti-paedophile animus homicides or 19 cases of animus-related homicides,
- another 19 for which there is insufficient information to make a determination”

- The Flinders maths here should add to 38 not 37 (7+12+19 =38)– there are some basic maths problems.
- **“We do not find support”** is another interesting term in a Review/Report. I have no idea what it really means, it does not seem to have any standard or measurable criteria applied to it. It is just a wildly broad, unexplained comment that tries to dismiss previous, now inconvenient, historical, formal, research in a short, unbased sentence with no further explanation. It intentionally implies something is inaccurate and should be viewed with suspicion or disregarded. It is a snide, dismissive, self serving, throw away, flippant term.
- As far as I can determine Flinders had no way whatsoever of even having any idea which 37 murders were studied in that 1999-2000 formal research, much less passing such judgement, nor do they explain their self-serving “we do not find support for Mouzos and Thompson”.
- Minimising/ignoring the State & Federal government status of formal research is misleading and reckless in a formal Report/Review conducted for a Police Force. These were not “Mouzos & Thompson” findings, these were Australian Institute of Criminology and NSW Police findings with both official logos on the results. They were endorsed at senior level by both a State and a Federal department and they were then formally published in an academic journal.  
That research was launched by the Federal Justice Minister Amanda Vanstone on 9<sup>th</sup> August 2000.
- These were and still are formal findings of a State and a Federal Government Department, they are not the findings of two individuals speaking or conducting themselves as individuals. There is a fundamental misunderstanding or intentional misrepresentation of basic bureaucratic process and history in this comment and in the other attempts to portray that previous research as anything less than formal, historical, fully endorsed government research.

1.19 For emphasis I will repeat my earlier comments from 1.1.7 and 1.1.8 “The Australian Institute of Criminology’s (Federal Government) lead researcher and co-author of the research was Jenny Mouzos who is now Dr Jenny Cartwright. She is a highly respected senior professional employed by the Australian Federal Police. Her doctoral research in 2003 examined over 470 cases where women were killed in Australia over an eleven year period. Dr Cartwright was employed at the Australian Institute of Criminology, Canberra for ten years managing a number of monitoring programs (homicide, drugs, armed robbery and firearms), and has extensive experience in conducting research, particularly on the various risk factors for involvement in victimisation and offending. She has published

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widely and presented her findings both nationally and internationally. Dr Cartwright is currently employed with the Australian Federal Police as the Coordinator – Strategic Initiatives, High Tech Crime Operations (HTCO). Dr Cartwright leads three Teams: (1) Cyber Crime Prevention; (2) National Missing Persons Coordination Centre; and (3) Strategic Management.

I would think Dr Cartwright would be available if the Parliamentary Inquiry wished to ask any questions of her regarding our previous published gay hate homicide research and the validity and credibility of it”.

- 1.20 There is a significant disparity in the clear up rates for gay hate homicides before 1990 and those in the decade after. Many of the possible gay hate related murders in the 90s were in general terms “solved” by which I mean the police investigated and identified an offender but for example the offender may have been found not guilty because there was insufficient evidence for a conviction.

Quoting from my attached 4<sup>th</sup> Report to the Coroner in the matter of Scott Johnson: **[ATTACHMENT 9 at p25-26]**

“From 1980-1989 there are 12 unsolved out of a total 27 anti gay hate related homicides ie 44% remain unsolved (ie clear up = 56%)

From 1990-1999 there are 6 unsolved out of a total 45 anti gay hate related ie 13% remain unsolved (ie clear up = 87%)

The percentage of unsolved anti gay homicides was more than 3 times higher in the ten year period before Jan 1990 when the NSW Police embarked on a formal program to improve police gay/lesbian relations. From that time I began monitoring the cases with a strong resolve to reduce the violence and murders. I encouraged reporting of violence, worked with detectives, set up GLLOs, was publicly supported in the media by Ted Pickering as the Minister who publicly condemned the violence. Highly respected senior police like then Chief Supt Alf Peate, Supt Darcy Cluff, Supt Ike Ellis stood strongly behind a widespread strategic program for change including work in schools. This can also be said as: The gay hate homicide clear up rate was more than 3 times lower in the decade before Jan 1990.

It is my opinion that it is time amends were made for that disparity, in the rare cases where it still can be. I believe Scott Johnson’s case is one such case.”

- 1.21 I have no respect for attempts (unintentional or intentional) to rewrite history or conduct revisionism. They are dangerous and we are required to do better if we are to respect history and preserve the basic and fragile tenets of ‘democracy’. The group that is rewriting history are the only ones who usually feel happy and self-satisfied with it unless the group that was the originally effected group do not know the facts of what happened previously. I have tried to say little publicly about this "Review" but I provided full formal information to those conducting it. Turning around in 2018 & saying 'oh by the way those murders weren't nearly as bad in the 1980s and 1990s as we formally said they were in the 2000s. We've changed the criteria now and therefore we've changed our minds on the numbers" does not sit well. I am aware that we live in interesting times when it comes to facts and accuracy but I have ample detailed historical knowledge on these issues. Any bridges that get rebuilt after this (as they must) will most likely be because of the forgiveness and olive branch offered by the originally disadvantaged and targetted group who suffered and lost friends and family members to these crimes. The "indicators" used in the 1990s to assess

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if it was a gay-hate related homicide were appropriate to the day and the information emerging on these terrible crimes of prejudice, concurrently at that time. They were applied contemporaneously at a time when local police and detectives on the ground gave their views. To retrospectively apply new stricter criteria now without any contemporaneous reality is fundamentally flawed.

- 1.22 It is also important to realise that with the current Police hate crime methodology they are applying a 'one size fits all approach' to the specific crime of gay hate related murders/homicides and in my opinion it does not fit these cases well. It was not developed for this purpose and it is a poor fit. They are using a list of generic hate crime criteria based loosely and partially on an FBI type of strict Uniform Hate Crime annual reporting methodology. That type of rigid criteria and methodology was originally designed to get uniform reporting and statistics across all the American states into an annual report to Congress for general hate crimes. It is not nearly as effective in cases where there has been a murder/homicide.
- 1.23 One of the important things with anti gay murders is that the key witness to the crime is dead. The witness most able to tell what words the offender used & whether they were 'bias related' has been murdered. That is why it is important to not just apply a one size fits all methodology to these cases.
- 1.24 In the earlier 1990s methodology for identifying possible gay hate homicides we used the expertise gained from gay hate murder police investigations to identify the clearest indicators of a possible gay hate related murder/homicide.
- 1.25 The NSW Police compiled and kept up to date its first list of possible gay hate related murders throughout the 1990s. Detective Sgt Steve McCann started the list looking just at the city and eastern suburbs (South Region Homicide) and he said from 1987-1990 there were 7 likely gay hate murders with 5 unsolved. I continued it by working with operational police and detectives and it was approved by Assistant Commissioner level police who had the full organisational authority and seniority to do so. We then did formal joint research on the murders with the Australian Institute of Criminology (AIC) jointly agreeing to 37 homicides in the 10 year period of the 1990s alone. [The Police Service originally identified 44, the AIC reviewed that list and removed 7 for reason of there being inadequate independent information in their independent NHMP homicide case files].
- 1.26 For someone to say in 2018 'oh there wasn't really 37 (or 44) in 10 years like we said at the time ie 4 per year, in fact there were actually only 27 in 24 years ie 1 per year - I would not in any circumstances describe that as progress or a step forward for justice.
- 1.27 The summary of our joint research was published by the AIC in 2000. We wrote our full formal joint research (NSW Police and the AIC) and it was independently, rigorously, academically reviewed and then formally published in an academic journal in 2001. Previous formal research, independently conducted to rigorous research standards, does not get whited out or even worse, deleted, by reviewers' self serving, unexplained statements nearly 20 years later (see 1.18).
- 1.28 An academic, Prof Stephen Tomsen, in the same period published his research into two decades (1980s and 1990s). He had 74 cases for 20 years and we had given him full authorised access to all Police files, documents, Attorney General's, Coroner's files etc.

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- 1.29 In 2013 he and I recompiled both our lists and confirmed there were over 80 possible gay hate related murders in that 20 year period. The Parrabell and Flinders Report does not even explain that it was Police who compiled the first list, in consultation with police on the ground and NSW Police who jointly wrote the research. Nor that Assistant Commissioner Police approved it... some inconvenient truths and facts are simply conveniently missing in the Parrabell Report.
- 1.30 The most telling reality check for Parrabell is that the death of young American Scott Johnson at Manly's Blue Fish Point in 1988 was considered a suicide by Police for 30 years (apart from a brief moment in 2011-2012 by Det Sn Cst Tim Wilson for the 2<sup>nd</sup> Inquest). If not for the NSW Coroner ruling that Scott's death was most likely by gay hate attack in November 2017, his death would certainly not fit within the new rigid police criteria, by any means whatsoever.
- 1.31 If Parrabell or Flinders had been asked to assess that case, using their current methodology they would have found it was not a gay bias or suspected gay bias case. It so much did not fit the Police criteria that police still called it a suicide until Nov 2017 when finally the Coroner ruled otherwise. There are many other cases with even more indicators that they were gay hate murders (which police actually said, contemporaneously at the time, were gay hate murders) which, in this revision of history, are now deemed not to be. (I have ample digitised media articles in which the NSW Police historically described the cases as gay hate murders. Also, the NSW Police provided their approved and regularly updated list of gay hate murders to the Attorney General's Homosexual Advance Defence Working Party from 1996 and during the years of that Committee).
- 1.32 One of the Flinders Review Team (who I am not naming here) informed me that he witnessed a very heated disagreement between the NSW Police Bias Crime Unit and Strike Force Parrabell with the Bias Crime Unit saying that it was not appropriate for Parrabell to apply the Police Force's current bias crime indicators retrospectively to historical cases where that data was not collected or looked for at that time. He asked me not to repeat that information when he told it to me.
- 1.33 After the Coroner's Nov 2017 Findings in the 3<sup>rd</sup> Scott Johnson Inquest I sent a message to one of the Flinders Review Team (who I had previously met with and emailed with) suggesting that the Coroner's Finding would have a huge impact on their Report. He responded by saying that it did not and that they were relieved that Scott Johnson was not one of the cases they reviewed. I am still shocked by that comment as it indicates to me a lack of understanding of the impact that Coroner Barnes' findings should have on the entire Police Force method for deciding if something is a gay hate crime or suspected gay hate crime. To ignore the Coroner's Findings and think they relate exclusively to the death of Scott Johnson with no wider impact is shortsighted, tunnel vision and misses the point.
- 1.34 The impact of the Coroner's findings is that the Coroner is demonstrating how to reasonably determine what is a gay hate attack. The Police Force is demonstrably out of step on this issue when current Police findings are examined against their own previous findings and those of others. It is not precise numbers that matter but the disparity of 'NSW Police numbers now' v. 'NSW Police numbers then' and the danger of that disparity.
- 1.35 The Parrabell version uses newly developed narrow criteria of a quasi-evidentiary court standard and applies it retrospectively to a time up to 40 years previous when that criteria was not gathered, considered or collected by investigating police.

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- 1.36 Using that as a research practice might be adequate in certain informal in-house situations but not as a research technique when one is a government agency, especially a police force, and is seeking almost two decades later to publicly re-write one's own previous formal historical research and views that were articulated repeatedly and publicly contemporaneously at that time in history.
- 1.37 If we do not carefully and cautiously examine any attempts to go back many years later and replace/rewrite/whitewash history with a newly written narrative containing new 'facts' or revised findings that are very different to the ones we once told and recorded then we are very remiss. I expect that history would judge those who got away with doing that very harshly.
- 1.38 The disparity in numbers is evident if one examines these figures
- (a) NSW Police after 2 years of Strikeforce Macnamir reviewed Scott Johnson's death and held it a suicide
    - (Coroner disagreed, held it death as a result of gay hate attack)
  - (b) current Police Parrabell view
    - (27 murders in 24 years with 3 unsolved)
  - (c) Flinders Review of Parrabell
    - (29 murders in 24 years with 2 unsolved)
  - (d) The original 1990 list of murders in Police Sth Region by Dt Sgt McCann 1987-1990
    - (7 murders in 3 years with 5 unsolved)
  - (e) previous formal 1996 research conducted by Stephen Tomsen using police list of murders for 1986-1996
    - (31 murders in 10 years with 21 unsolved)
  - (f) previous 2000 and 2001 formal research by NSW Police and AIC for decade 1990-2000
    - (37 murders in 10 years with 8 unsolved)
  - (g) previous formal 1996 research conducted by Stephen Tomsen using police list of murders for 1986-1996
    - (31 murders in 10 years with 21 unsolved)
  - (h) previous formal 2001 published research conducted by Stephen Tomsen with a Criminology Research Council Grant 1980-2000
    - (74 murders in 20 years with 19 unsolved)
  - (i) NSW Police Service's previous 2001 list as approved at Assistant Commissioner level
    - (44 gay murders in 10 years)
  - (j) The re-examined, recompiled & conservatively reviewed list of possible gay hate murders by Prof Stephen Tomsen, Sue Thompson, Peter Rolfe, ACON in 2013 – 2015
    - (81 murders in 24 years with 28 unsolved)
  - (k) The even more conservatively reviewed list by Tomsen & Thompson in 2015
    - (71 murders in 10 years with 21 unsolved and extra 10 needing further research)
  - (l) The investigative journalist Rick Feneley extensive online report for SBS in Oct 2016
    - (88 murders in 24 years with 30 unsolved)
  - (m) The ACON Pursuit of Truth Report 2018
    - (88 murders with 30 unsolved)

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<b>TABLE 1.38 COMPARISON TABLE SHOWING NUMBERS OF GAY HATE MURDERS PUBLISHED/RECORDED BY NSW POLICE AND OTHERS</b>				
<b>Year Published/Written &amp; Source Time Period covered</b>	<b>Which Years (Ave per yr)</b>	<b>Total gay hate murders (ave per year)</b>	<b>No. unsolved</b>	<b>Location</b>
1990 Det Sgt McCann 3 Year Period	1987-1990 (2.3)	7 (2.3 per yr in 1 Reg)	5	Sth Region
1993 Thompson & Pol at AIC Conf 6 Year Period	1987-1992 (3)	19 (3 per year)		NSW
1994 S Tomsen to Police Wking Party 6 Year Period	1988-1994 (4)	24 (4 per year)		NSW
1995 PWU & NSWPS Out of The Blue 5 Year Period	1990-1994 (4.4)	22 (4.4)		NSW
1996 Dr Tomsen "Gay Killings" 10 Year Period	1986-1996 (3.2)	32 (3.2)	21	NSW
1997 Thompson Chpt in book "Homophobic Violence" ed Mason, Tomsen 7 Year Period	1990-1996 (3.7)	26 (3.7)		NSW
1997 Thompson in NSWPS "Purple Booklet" 12 Year Period	1985-1997 (2.7)	32 (2.7)		NSW
1999 Police & Thomp to AIC 10 Year Period	1989-1999 (4.4)	44 (4.4)		NSW
2000 Publ AIC T&I, Police/Thompson 10 Year Period	1989-1999 (3.7)	37 (3.7)	8	NSW
2001 Published Journal -AIC & Police 10 Year Period	1989-1999 (3.7)	37 (3.7)	8	NSW
Dr Tomsen Publ Hatred Murder Male 20 Year Period	1980-1999 (3.7)	74 (3.7)	19	NSW
2013 Feneley SMH Killing Fields 20 Year Period	1980-1999 (4)	80 (4)	30	NSW
2013 Police Unsolv Hom Unit Report 25 Year Period	1976-2000		8 (agreed of 30 put)	NSW
2014 ACON, Tomsen, Thomp, Rolfe 24 Year Period Very Conserv Review	1976-1999 (3)	71 (3)	24 (21 if v conserve)	NSW
2016 Feneley SBS Gay Hate Decades 25 Year Period			30	NSW
2017 Thompson to Parrabell 24 Year Period	1976-2000 (3)	71 (3)	21	NSW
2018 ACON In Pursuit Truth & Justice 25 Year Period		88	30	NSW
2018 NSW Police Parrabell Report 25 Year Period	1975-2000 (1.1)	27 (1.1)	3	NSW
2018 NSW Police Flinders in Parrabell 25 Year Period	1975-2000 (1.2)	29 (1.2)	2	NSW



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- 1.39 I further refer the Inquiry to my Attached Report to Operation Parrabell [ATTACHMENT 11]
- 1.40 Finally, without formal intervention by NSW Police Commissioner Fuller (who has an excellent reputation for speaking honestly about mistakes of the past) or by this Inquiry, history will be re-written and changed in the press of a few key strokes. What I refer to as “the new 2018 Police Parrabell narrative of only 27 gay hate murders in 25 yrs (1975-2000) ie 1 per year” will silence, revise and replace “the original narrative once told forthrightly (a) by the NSW Police at a senior level that there were 44 possible/likely gay hate related murders in a 10 year period ie 4 per year”; (b) by the NSW Police themselves in joint research and publications with the Australian Institute of Criminology in 2000 and 2001 that there were 37 independently verified gay hate murders in 10 years ie 3.7 per year; and (c) by other respected criminology academics that there were approximately 80 gay hate murders in that 25 yr period or 3-4 per year”. Even now, each new article in the media since Parrabell launched its Report, uses the revised figures as if they are factual and calls them progress. One article to hand is The Sydney Morning Herald article of 22<sup>nd</sup> October 2018 <https://www.smh.com.au/national/nsw/gay-beat-to-tribute-bondi-s-marks-park-to-get-hate-crime-memorial-20181015-p509pq.html?fbclid=IwAR2HaszOBmqqFWoVKReumQj2Jwio7hhfQxFDLKKGLPS0rEIRcQ8jQcvAJqk>

## **2. The 30 yr police response to Scott Johnson’s death (1988-2018) and the Coroner’s 3<sup>rd</sup> Inquest into Scott Johnson’s death provide a window into the official response to gay and transgender hate crimes, the impediments, the current developments in policy and practice in relation to such crimes and their adequacy or inadequacy.**

- 2.1 Given my significant disabilities I am not able to sit long enough to go through my four Reports to the NSW Police and Coroner on Scott Johnson’s death and narrow down the most pertinent parts for this Inquiry. There are numerous parts relevant to this Parliamentary Inquiry and I would appreciate if the Inquiry would please accept my Reports to/for the Coroner as Attachments which form an essential part of my Submission:
- 2.1.1 Sue Thompson 1<sup>st</sup> Report to the NSW Police on Death of Scott Johnson (Report Date 1 February 2011, Report length 9 pages). Sent to NSW Police on 2<sup>nd</sup> February 2011 offering my opinion [ATTACHMENT 6];
- 2.1.2 Sue Thompson 2<sup>nd</sup> Report to NSW Police on Death of Scott Johnson (Report Date 1 June 2011, Report length 11 pages). Sent to Police on 21 July 2011. This updated version included an additional paragraph 1.4 with more details about murders at cliffs. Police provided both to the NSW Coroner in 2012 at the time when the Police temporarily supported the overturning of the suicide finding [ATTACHMENT 7];

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- 2.1.3 Sue Thompson 3<sup>rd</sup> Report to the NSW Coroner on Death of Scott Johnson (Report Date 9 Dec 2016, Report length 22 pages and with attachments a total of 119 pages) **[ATTACHMENT 8]**; and
- 2.1.4 Sue Thompson 4<sup>th</sup> Report to the NSW Coroner on Death of Scott Johnson which contained 4 pages of additions to my 3<sup>rd</sup> Report outlining the great historical contributions of some senior police, community members etc to an improved government and police response to hate crimes in the 1990s (Report Date 24 May 2017, Report length 26 pages, no attachments) **[ATTACHMENT 9]**.
- 2.2 I still have difficulty understanding or making sense of the MacNamir Police view on Scott Johnson's death and the certainty of that view being correct over many years, despite extensive enquiries, and despite information which I believe indicated that a likely finding could well have been that he died as a result of a gay hate attack – either by being pushed or chased or falling over the cliff during such an attack. The annoyance with the Johnson family was sadly even demonstrated and witnessed on the day the Coroner announced his formal findings on 30 Nov 2017. It is understandable that some police were surprised and, being human beings, some annoyed by the Coroner's Findings and did not expect them. I expect that the Johnson family and others might make formal Submissions to this Inquiry on several issues. I believe (from reading a Facebook post) that when the Johnson Team met with Commissioner Fuller in May 2018 the Commissioner made clear his acceptance of the Coroner's view and his commitment to a homicide investigation.
- 2.3 It is my observation that police detectives can inevitably sometimes be insensitive about how their actions impact on families and friends of murder victims. Sometimes they are brilliant with families and friends but sometimes they are not which is extremely traumatic for anyone dealing with the murder or death. To encounter police rudeness, antagonism, hostility or indifference on top of dealing with the murder of a loved one can greatly increase trauma in a way that most police would not understand unless they are very empathetic or have lost a loved one to murder. I am also speaking from some of my own experiences with police in dealing with the murder of a close gay family friend in 1989 (it was not a hate crime per se) which finally went to Supreme Court Trial in 2018.
- 2.5 There was clearly some later Police annoyance with me as a result of my 2011 Reports to the NSW Police which I believed were well received at the time and were provided by Police to the Coroner, however, this was at the time when they supported the overturning of the Coroner's 1989 suicide finding. Detectives Willing and Lehmann were both entirely professional in meetings with me in 2013 but the final Police Report of Det Supt Pam Young had several places where parts of my Reports were misquoted or my opinions portrayed in a particular way. Fortunately I am articulate and experienced. I addressed the inaccuracies in detail in my 3<sup>rd</sup> Report to the Coroner (**ATTACHMENT 8**). Those comments might have been expected to intimidate some people who might have then retreated but I will usually put facts and truth first.
- 2.6 One of my observations in regards to Scott Johnson's death is that Manly Detectives in 1988 would have almost certainly been aware of gay bashings in their area and in the Northern Beaches and aware of their occurrence at beats. Detectives did not work in isolation and crime briefings occurred at patrols as regular scheduled events. There were many modern day

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policing strategies in place in the late 1980s. Manly Detectives had only recently arrested a group of four offenders in relation to assaults on eight gay men at various beats over a large Northern Beaches geographical area over three weeks in 1986 (arrests Dec 1986 with court cases taking an unusually long 3 years and involving one offender becoming a police informant in Dec 1987).

2.7

January 1987 – press report of the arrest

## Three charged with assaults

SYDNEY: Three young men have been arrested at Manly for an alleged series of assaults on homosexuals in public lavatories.

Police said yesterday that the 17, 18 and 21-year-olds faced a total of 40 charges, including assault and robbery.

A spokesman said that in the past 12 months there had been a

series of assaults and robberies of homosexuals in public lavatories in Narrabeen, Reef Beach and other parts of northern Sydney.

The men arrested had been charged in relation to these assaults and others, including an attack several weeks ago on a priest while he was out jogging. They had been released on bail until Monday.

2.10 My point is that given bashings were known to be occurring in the area, given my experience that some young people in those days were even quite happy to boast to police about their gay bashing exploits (because some thought police were on their side and approved of it) it is hard to understand why those offenders weren't interviewed as to their

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whereabouts and/or in case they had any knowledge of other possible gay bashing offenders who might have targeted that beat area. Gay bashings and serious anti gay violence were certainly known as a problem to police in that general area in that era and as was demonstrated with the four arrested, they travelled to many different locations to carry out their crimes even on the one evening. Police know that even where there is just one arrest there have usually been many more crimes committed, unreported and unsolved.

- 2.11 As I detailed to the Coroner, I learnt in 1990 when I first began my job in Police HQ that police were extremely well aware of beats in their Local Area Commands. Just as it was a high priority in many police areas so too dealing with beats issues became a significant part of my job. The first gay hate murder I had to deal with was during my first week in Police Headquarters. Det Sgt McCann rang me. It was the brutal bashing, kicking and stomping to death of Richard Johnson at Alexandria Park by local school students and ex students in the previous week. Unfortunately I will never forget that photo of Richard Johnson but much more unfortunate for Richard Johnson and his family and friends.
- 2.12 Murders were also a huge part of my job. In that first week I realised that murders could easily take place at beats because beat users were unlikely to report violence at beats and serial bashers could easily become murderers. Over time I realised that unless the Police Service found a better way of handling beats that there would continue to be murders. Fortunately in 1992 the Commissioner agreed when I took him a list of 51 quite serious complaints about Policing strategies at beats. It was an issue police took particular notice of.
- 2.13 The beat in and around Blue Fish Point was a notorious beat, well known to those who lived nearby included those in Army Barracks. I note the very first time investigative journalist Daniel Glick went there for research on his first Australian trip for Steve Johnson, the very first person he stopped to ask about the area was not gay himself but knew all about the beat from back in the day when he worked in the area. I am trying to convey this was a well known beat for a long period of time, most police are not fools and many have naturally inquisitive natures.
- 2.14 For example - 27<sup>th</sup> April 1977 Article "And to catch those breaking the law, they had to cover the peninsula's 34 beaches and 11 pools.... They have busted homosexual activities at North Head, arrested nude bathers at a number of beaches, worked in liaison with other police to arrest people on drug charges and have grabbed thieves red-handed..... "They did a top job," Detective Sgt W. Cooper, head of the Manly CIB, said yesterday



2.15 In my first report to the NSW police in 2011 I clearly stated that I did not think that fault should be laid at the feet of police for the original investigation into Scott’s death in 1988 and that it should be seen in the context of policing on gay issues in that era. Regardless of my preference to offer a path of peace, the November 2013/2014 NSW Police Report on Scott Johnson’s death in several places seemed to have the intention of intentionally discrediting my opinion and my genuinely held views, sometimes with inaccurate statements and even by misquoting my written words. I was not well enough to read the Police MacNamir Report but, after those personal criticisms were drawn to my attention by journalists, I ultimately responded to them in my third report to the Coroner in 2016.

2.16 I refer to one of those Police comments **“Without verification, Ms Thompson states that she is a world recognised expert on gay hate crimes and homicides”**.

*Quoting from my response in my 3<sup>rd</sup> Report to the Coroner, 2016, at paragraphs*

*22. I did not in my previous report claim in the present tense that I **am** a world recognised expert. That does not accurately portray what I wrote in my report to NSW Police in 2011. I specifically stated that for many years I **was** a world recognised expert. That distinction goes to the substance of my comment - “I was for many years a world recognised expert on gay hate crimes, gay hate homicides/murders and strategies to reduce gay and lesbian hate crimes. My reputation was a result of my highly respected work and achievements in the NSW Police Service”. I again refer to what I said above in Paragraph 5 regarding the term expert.*

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23. *To go further and address the current Police Force Report's possible aspersions on my genuine historical expertise in this area I submit a document which I maintained when working in Police (**Police GLL Program, History and Achievements – 31 pages**). In 1990 I was advised by senior public servants that I must protect myself going to work in such a sensitive job in Police as there would be many who would wish I would fail and work actively towards that end. I was advised to record everything, important phone calls, all meetings, all projects etc. That was advice which I took seriously, hailing from a background in law and as an Investigation Officer in the Ombudsman's Office. I formally opened registered police files on every issue I worked on. I kept detailed records. I was also aware that it is easy and sometimes tempting for an organisation or some within it to re-write history on sensitive issues without a formal traceable, searchable record.*

24. *That 31 page document is only a brief selective summary yet I trust will provide ample evidence of the international and national reputation I had on these issues, of the many areas where my expertise was sought and a timeline of my annual work and key achievements demonstrating this. When I was employed by the NSW Police, for the most part they appreciated my opinions, professionalism and impartiality and enjoyed their recognition and status achieved nationally and internationally through my achievements. I suggest it was my reputation that assisted the organisation in gaining much credibility on these issues. I am not a different person now to who I was then. Although I now have physical disabilities I do not have mental ones, professional or indeed moral ones.*

2.17 Scott Johnson's tragic death was at a gay beat in Dec 1988. It is Scott's death, the ensuing unprecedented Police and Coronial Inquiries, the TV documentaries (ABC then later SBS), the in-depth investigative media stories (SMH & SBS), the TV series and the Reports thereafter (Parrabell and ACON), that have led us to this Parliamentary Inquiry. If not for Scott's death in Dec 1988 the old gay hate homicides would never have come up again in this way. No-one would have felt the need to open the door of the time machine, the TARDIS or the Starship Enterprise and take current day police bias crime criteria forms and time-travel back with them into the past and attempt to say there weren't really on average 3.7 (AIC & Police) or 4 (Police) or 4.4 (Police) gay hate murders each year from approx. 1980 – 2000 as we once said but there were really only 1.1 (Police 2018) or 1.2 (Flinders 2018).

2.18 Scott was most likely pushed in terror over a cliff or chased over the edge. I will never forget watching the crime scene interview of one juvenile murderer at a clifftop as he explained matter of factly, just how easy it was to "just herd them over the edge". Beats have always been a challenging issue. To assist the Inquiry or anyone who gets stuck on that issue, I include some other sections from my 3<sup>rd</sup> Report to the Coroner.

*Quoting from my 3<sup>rd</sup> Report to the Coroner, 2016 about beats and my knowledge of beats, at paragraphs:*

55. *I spent 12 years dealing with beats and beat violence. I learnt, contemplated and discussed all the issues around beats continually. Firstly, because ambush murders were happening at them at alarming rates. Secondly, because they were singularly*

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*the most heated, emotional and difficult issue when training police, Police Commanders etc. Each time I trained police I had to almost wear body armour for the discussions on beats. It was legendary amongst the Police GLOs who assisted me with training – ‘oh no here we go again, not beats, not again’. It was at times dramatic, for example when educating a large number of selected Patrol Commanders on beats in 1992 at the Sydney Police Centre as referred to in my previous reports. This took place at the request of Commissioner Lauer because of the seriousness of the complaints of police misconduct at beats and the spiral of escalating violence leading to murders:*

***harassment and intimidation by police at beats -> beat users fear of police -> bashings not reported to police -> escalation in number and brutality of bashings -> murder.***

56. *It was an issue that many police felt very strongly about, to say the least. I knew a lot more about beats and why men went to them, than most people would ever know or want to know in their lifetime. I had no choice, it was a significant part of my job. I had to become an expert on beat users, police behaviour at beats and bashers’ MO at beats. It is possible that I might be one of the most impartial experts on beats. When I say “typically many gay men would go to a gay beat to celebrate some good news they had just received”, I say it because I know it to be a fact. That comment is not an unproven example. Most men never disclose that sort of sexual behaviour. Like many straight men don’t easily disclose cheating on their wives and girlfriends and especially if it means going to a beat.*
57. *I have always found it important in understanding beats and helping others to understand beats, to realise that beats are really about male sexuality rather than homosexuality (see further discussion below 61-67). It is useful to look at the common denominators in male behaviour rather than immediately lining up the assumed differences between straight men and gay men. In relation to the question of going to a beat to celebrate good news, the question to ask then becomes more appropriately ‘is it common or typical for men to want to have sex to celebrate some good news?’*
58. *There is also thrill, excitement and risk taking that can be a common or inherent part of masculinity as expressed by some men or indeed expected of men. That same drive can attract men who have sex with men to beats. For example a true story - someone might live next door to KKK, a previous famous men’s bath/sauna house in Kensington but prefer to go to the night time beat at Bondi*
59. *Also entering a gay venue, of whatever kind, whether hotel or sex on premises venue, requires varying degrees of social interaction or a confident mood, whereas a beat does not. Quick, free, anonymous, no performance anxiety, no expectations.*

*And then further in my 3<sup>rd</sup> Report to the Coroner at paragraphs:*

62. *The phenomenon of beats is often very hard to understand. Beats were an historical phenomena, in some areas they may still be. I spent countless hours and days training police about beats and dealing with their understandably*

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*emotionally charged response to them. Beats are a complex issue, a complex phenomena.*

63. *The most effective way I learnt to explain beats was as follows in the next 3 paragraphs.*
64. *Beats are about male sexuality, not about homosexuality. They speak about men not about homosexuality. Generalising - in a heterosexual context women often create a moderating influence on male sexuality... think courting and commitment. And my line that really made cops understand - Sue: "imagine for a moment, if there were special locations (eg clifftops, public toilets, parks) where women were willing to have free, anonymous, quick sex - no money, no questions, no dating, no dinner, no flowers, no niceties, no commitment...what do you think would happen...the traffic queues would block Sydney!" Cops: "YEAH DEFINITELY!". Sue: "well that is what beats are. No moderating female limits, but two men both happy to have free, quick, anonymous sex. (I am not suggesting that all heterosexual men would join those queues).*
65. *If police behave unprofessionally at beats then they create an atmosphere where men are too scared to report violence. Without intervention opportunistic bashers escalate into murderers and some into serial killers. And that was exactly what was happening. Many deaths remain unsolved, especially those in cliff areas where the murder could be misinterpreted or ignored as a suicide.*
66. *Also, out of the history of male homosexuality being a criminal offence, originally punishable by death in NSW and elsewhere (and still in many countries of the world) beats were inevitable. If you were gay or bisexual or wanted male male sexual activity you had to be secret, hidden, and surreptitious or be bashed, killed, murdered, lose jobs, lose families, lose everything.*

2.19 When I had the pleasure of training and working with the NSW Police GLLOs for twelve years we often used humour as a coping mechanism or just for the sheer light heartedness of it. We sometimes laughingly adapted the Star Trek phrase into **"TO BOLDLY GLLO WHERE NO-ONE HAS GONE BEFORE"**.

It is my sincere hope that this Parliamentary Inquiry will foster some boldly GLLOing or boldly going forward.





**3. There is an historical problem of the New South Wales Police treating the LGBTI program/policy area differently from equivalent program/policy areas as evidenced by the historical recurrence of different grading for co-ordinator positions with identical statements of duties and different levels of allocated staffing resources before and during my time in that role (1985-2002). This provides a window into the official response to gay and transgender hate crimes, the impediments of the past and a useful way to measure the adequacy or inadequacy of current developments in policy and practice in relation to such crimes.**

- 3.1 Historically the NSW Police has at many points in history repeatedly treated the gay and lesbian program/policy/client group area differently to other equivalent areas. In my Timeline I have summarised some of these points in history.
- 3.2 Very briefly, when the NSW Police Service initially set up the Community Relations Bureau it established community relations positions for youth, aboriginal, ethnic, domestic violence. It is my understanding that it was the Hon Peter Anderson, Police Minister who insisted that the Police Service also establish a gay liaison role. It was Peter Anderson himself who told me this story at a government function. Initially a police sergeant who was doing aged liaison then became the aged/gay liaison person. This certainly caused some ripples in the gay and lesbian community and eventually representations were made to the Police Minister and a position, although not formally established, was advertised. Fred Miller, a previous MP himself, became the first full-time person in the position (1985 to 1989).
- 3.3 After Fred Miller retired the gay and lesbian community approached the Police Minister, the Hon Ted Pickering requesting that a formal position be established and advertised at a suitable senior level. I applied for that job at the end of 1989 and commenced work in January 1990.
- 3.4 After I had settled into my job I became aware that the equivalent client group positions for aboriginal, ethnic etc had identical formal statements of duties to my position but were graded one level above my position. I decided to wait for a year until I could demonstrate my skills and achievements and then draw the organisation's attention to this inequitable situation. At this point my job was a grade 8 (I had previously held positions up to a grade 9/10 in the public service). I wrote a detailed submission to the Hon Ted Pickering and he called myself and the then Human Resources/EEO Manager, up to his office, discussed the issues and they resolved that the job would be regraded.
- 3.5 Some years later, the Police Service would again increase the grades of the equivalent client group areas to grade 11/12 but leave the grading of my position at grade 9/10. At that point in time all the other client group areas were given additional staffing resources to their areas/issues but I was expected to carry an excessive and oppressive workload which I documented and wrote detailed submissions about from time to time.

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- 3.6 At various times the various Assistant Commissioners who were Corporate Sponsors on gay and lesbian issues tried their best to get support from the organisation to remedy this situation but it proved to be very difficult. Assistant Commissioner Ike Ellis, OAM, well known for his strategic vision and negotiation skills on the most difficult issues decided that the best way to force/encourage the organisation's hand was to finally get the Lesbian and Gay Policy Statement And Action Plan approved through the Commissioner's Executive Team (CET) with an accompanying submission regarding appropriate resources for the lesbian and gay client group area. It was his goal to get that document finally approved before his retirement in 2000 but there were hurdles to leap.
- 3.7 Other equivalent client group positions had full-time staff working with them and they also had full-time liaison officers in the field who could carry a lot of the load of local policing issues.
- 3.8 In the gay and lesbian client group area I had one full-time staff member working with me for 18 months in the mid-1990s and then one of my bosses removed him from that position and refused to provide any replacement. That staff member was greatly respected by senior police as he worked mainly for the Commissioner on various senior level committees for some time before he worked for me. My boss's explanation of why he removed him from working for me was that "he was over invested in the position". I understood this clearly to mean that my boss's view was that because my staff officer was himself gay that therefore he was inevitably somehow "over invested". This would not have been a complaint that would ever have been levelled or voiced against someone who was aboriginal working on aboriginal issues, ethnic working on ethnic issues etc. That comment spoke a lot about the levels of prejudice and discrimination that were encountered.
- 3.9 While other client group areas had 2 to 3 full-time staff working for them I then had none. Nor did I have full-time liaison officers in the field like they had. The police GLLOs took on the GLLO role as an additional duty to their other full-time duties. Some were well supported in that role, some were not and some experienced discrimination. I was also the only client group consultant who trained their own liaison officers, the GLLOs in this instance, at the Police Academy. The workload of my job was ridiculous and excessive but I did my best to do as much as I could. I am attaching my work plan for 2000 which lists the major projects I was working on at that point in time **[ATTACHMENT 13]**. It is interesting to note that Project 1 related to Monitoring Gay Hate Homicides and maintaining the Police Service's Gay Hate Homicide List.
- 3.10 The response of one particularly difficult boss of our branch to my formal complaint about the untenable workload was to then make me do a formal weekly report to her of exactly what I was working on and needed to work on so that she would determine what she considered to be necessary and what could be left undone. For example, she considered that contact/liaison with the gay and lesbian community was unnecessary, a view that would never have been articulated on aboriginal or ethnic issues. These formal weekly meetings significantly increased my workload as I had to explain and be questioned on endless details. In my opinion the strategy was a form of punishment rather than a solution, an increase in control rather than support.
- 3.11 I am only repeating these stories to the Inquiry because they are important windows and provide insights which allow some measure of whether the organisation's response to

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hate crimes is adequate or inadequate or in the wording of the terms of reference “to the extent that past impediments are identified, how effectively these have been addressed by current policy and practice”.

- 3.12 If we want to properly assess and understand how the Police Force responds to hate crimes it is very important to look at how the Police Force responds to and resources the coordinator position for LGBTI. If that position is still graded differently, provided with a different level of staffing resources and support then that inevitably indicates and reflects upon the Police Force attitude to related issues for that portfolio including hate crimes in the field. It is not possible to separate these things out. They are intrinsically linked and reflective.
- 3.13 I do not know have any personal knowledge at all whether this inequity is still the situation but it certainly needs to be examined by the Parliamentary Inquiry. I have not had any discussion with any current NSW Police Force employees at any time about it or any of the other issues covered in my Submission or related thereto.
- 3.14 There are inevitable problems with continuing to flag to the organisation that one area (or client group) is less worthy or important than others. Senior officers pay attention and notice such difference, read into it what they will and then reflect it to their own troops. Terms such as tokenism, poor cousins spring to mind. Actions will always speak louder than words and especially so in an organisational context. Differential support and resourcing engenders differential treatment generally and inevitably models ‘acceptable’ attitudes, policies, procedures, actions which may in fact not be acceptable but be discriminatory without anyone perhaps even consciously realising. That is the nature of discrimination and prejudice – assumptions become invisible.

**4. My opinion that irrespective of the skills, commitment and genuineness of individual officers it is important that a Police corporate sponsor/spokesperson on LGBTI issues should be of sufficient rank to influence other senior police, to hold the big picture in focus and to disagree when necessary with sufficient weight to be heard ie needs to be of Assistant Commissioner level. A local area commander does not have sufficient weight or perspective despite their genuine intentions. Importantly, an assessment needs to be made of whether the rank of the LGBTI Corporate Sponsor is the equivalent rank to senior police doing equivalent corporate sponsor jobs for ethnic, aboriginal etc.**

4.1 My twelve years of experience working in my role in Police Headquarters showed me time and again that highest level senior police officers were generally more able to hold a big picture view on sensitive issues. At times of some of the most serious problems in police gay/lesbian relations sometimes even the best chief inspectors or superintendents were not capable of having the same vision of a problem and how to solve a problem as was someone of Asst Commissioner, Deputy Commissioner or Commissioner level. On one occasion in 1990 I sat in Commissioner Avery's office with the Deputy Commissioner and region commander regarding a high-profile public relations disaster. Their different responses clarified something that I would witness many times:

- The region commander's view was that he did not think his Local Area Commander would have put someone in charge unless he trusted them, further that he could not determine what really happened until he had interviewed his Patrol Commander etc
- the Deputy Commissioner's view was that he could not determine what really happened until all the complaints were properly investigated by internal affairs
- the Commissioner turned to me and said "what do you need me to do to fix this situation".

4.2 Assistant Commissioner Alf Peate was an absolutely brilliant corporate spokesperson on gay and lesbian issues for many years. When he retired in March 1997 he said to me "things will be very difficult for you Susie for the next couple of years after I go. Please hang in there it will get better and you have achieved too many great things to give up". I actually had no idea how much Alf Peate had protected me and my job until after he was no longer there and my job then became very difficult to the point where I actually drafted a preliminary complaint to the Anti Discrimination Board at the end of 2001. It was not formally progressed because I was injured in March 2002.

4.3 It was the obvious effectiveness of my team work and work model with Assistant Commissioner Alf Peate that had decided the organisation to establish Corporate Spokesmen/women/sponsor for client group program/policy areas. Until that time they were

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only used for things like Road Safety and key public/media issues in the Corporate Plan where the organisation needed quality control of key issues.

- 4.4 After Alf Peate retired there was no mention of a new corporate sponsor. I eventually decided to wait and use it as a kind of litmus paper test to see if anyone senior would realise that I no longer had a corporate spokesperson and that one needed to be appointed. I waited for 18 months and eventually went to paper in a submission to the Commissioner describing the under resourcing of my position, the extremely excessive workload and the fact that there had been no corporate sponsor for 18 months.
- 4.5 The Commissioner was visibly shocked and initially did not believe me that there had been no Corporate Sponsor for 18 months. He made a phone call to his staff officer to check and was informed that what I said was correct. He suggested a couple of officers who were definitely dedicated and committed supportive senior officers but I explained to him that it needed to be someone of Asst Commissioner level for them to be effective. I recounted various stories explaining how I had learnt that lesson.
- 4.6 My next corporate sponsor was Assistant Commissioner Ike Ellis and upon his retirement Assistant Commissioner Christine Nixon. Upon her resignation to head up Victorian police there was Asst Commissioner Garry Dobson. They were all excellent corporate sponsors.
- 4.7 The LGBTI portfolio is one of the most difficult for the Police organisation for many reasons. It is easy to underestimate the complexities of it and the importance of having enough seniority to oversight and support the portfolio and those undertaking work in it. In my experience there are many ways in which homophobia, prejudice and discrimination creep in without anyone being aware that they are factors. Some prejudices are much harder for people to see and recognise. On the many occasions when I needed support for difficulties that were happening in my role I sought the advice and guidance of Asst Commissioners.
- 4.8 The other important factor here is that the corporate sponsor for gay and lesbian issues should definitely not be less senior than the corporate sponsors for other comparable issues. To choose someone of a lesser rank regardless of how talented, committed or genuine they are is a recipe for organisational problems and differential treatment. It flags to the organisation a certain attitude and an assessment of priority and importance. That attitude will then be reflected in many other corporate decisions and actions, both large and small including in policies, practices and procedures relevant to hate crimes.
- 4.9 It is my strong opinion that the NSW Police Force needs to always ensure that this situation is equitable in practice and is visible as such.

**5. It is my opinion that in the Alan Rosendale bashing, that relevant police records are likely to be accessible from NSW State Archives given what recently transpired with the Lyn Dawson case when Ombudsman's records were obtained despite even the Ombudsman's Office incorrectly saying there were no such records in existence.**

- 5.1 My observation in relation to the **Alan Rosendale** bashing, is that relevant police records should be accessible from NSW State Archives given what recently happened with the Lyn Dawson case when Ombudsman's records were obtained despite even the Ombudsman's Office incorrectly saying there were no such records in existence.
- 5.2 My attention was drawn to the Dawson case when a friend saw my name in an article and asked if it was me. I then realised I was indeed the initial Ombudsman's Investigation Officers whose Case File Note had been published – indicating my concern about the case. I believe the same would be true with this matter. There will most likely be State Government records of some kind. The only thing is to find out the correct terminology for the correct police documents when making the request to State Archives. An experienced ex Internal Affairs officer should be able to advise the Inquiry of the correct documents to request.
- 5.3 In the context of my Historical Timeline (**ATTACHMENT 1**) I have occasionally pondered the timing in Fred Miller leaving on sick leave soon after the meeting that took place on the upper floors with senior police, however that is merely my pondering. Fred suffered mesothelioma and sadly passed away in 1992. I tried to ring Fred twice in early 1990 to thank him for his work and to ask him some questions but he did not ring back. I would be sure that a man like Fred Miller would have been very disturbed about the bashing witnessed by Simes and the discovery that Police were the bashers. This would be even worse if he found out that Alan Rosendale who was so severely injured was not going to be told that it was police. It is of course quite possible that Fred Miller was also never told of the existence of Alan Rosendale as the victim and only knew of Simes as the witness. Either way he would have been perturbed by this issue and it is conjecture of me to say but he could have found himself in the position of "tell" or "leave". We will never know the answer to that and I can only imagine how I would have felt if confronted with a similar situation that might make one's job (that one cared very much about as I am sure he did) untenable.

**6. One of the key event periods in my Hate Crimes Timeline (Attachment 1) is the 1994 Australian Heads of Government Violence Prevention Award presented to NSWPS in February 1995 and the February 1995 launch by Police Minister Garry West of Out of the Blue, A Police Survey of Violence and Harassment Against Gay Men and Lesbians at NSW Parliament House. That launch is relevant to the current police response and historical issues with transparency and publishing of violence / hate crime research.**

6.1 In the early 1990s, the NSW Police Service was conducting Community Attitude Surveys.

6.2 It was decided to also fund a survey on anti gay and lesbian hate crimes, people's experiences of with violence and their experiences and perceptions of Police. Tenders were opened and we selected Price Waterhouse Urwick (PWU) for the survey task. They ascertained, as the survey experts, the best methodology and that the best way to do a non self selecting survey was to administer one at a large gay and lesbian community event.

6.3 They prepared the survey format, conducted it at Mardi Gras Fair Day in February 1994, crunched the data and cross tabs and did a basic analysis of results. We then jointly analysed the results in comprehensive detail and crunched many more cross tabs to check significant results.

6.4 The Report was then written by myself and in a secondary role Jewly Sandroussi (Senior Consultant PWU) only because PWU realised at writing stage that they did not have sufficient level of understanding of gay/lesbian hate crimes to explain the results in a comprehensive way.

6.5 **The key findings in the Out of the Blue Report [ATTACHMENT 14] were:**

- **Fear of victimisation for self/friends much higher than general community (90% v 56%)**
- **Lesbians were at least 6 times more likely than other Sydney women to experience assault in 12mth period**
- **Gay men were at least 4 times more likely than other Sydney men to experience assault in 12mth period**
- **High level of verbal abuse – 52% lesbians, 48% gay men**
- **High level of multiple victimisation (33% experienced >3 incidents in 12mths)**
- **Apparent motive in 70% cases was homophobia (robbery in only 7%)**
- **72% of lesbians and 51% of gay men had modified their behaviour (hide sexuality, avoid locations, use streetwise or defensive strategies)**
- **18% reported incidents to police (most didn't because believed nothing could be done or not important enough)**

6.6 I will return to the rest of the Out of the Blue story below but will just add some further context to show that this was a period of much national interest in and scrutiny of the Police Service response to hate crimes.

6.7 Also in 1994, I was asked by the head of the NSW Police Media and Marketing Unit to prepare a submission for the Australian Violence Prevention Award describing my program and work and

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our close co-operation with the lesbian and gay communities to reduce violence, crime and fear against the lesbian and gay communities. I prepared a detailed Submission. The entries from around Australia were assessed and the Australian Heads of Government awarded first prize jointly to the NSW Police Service Program 'Reducing Violence Crime and Fear in the Gay & Lesbian Communities' and to the NSW Lesbian and Gay Anti Violence Project. The result was a great honour for the NSW Police Service. The fact that first prize was shared between the Police Service & the community based AVP was a testament to a huge amount of change and achievement and an effective model of community based policing.

- 6.8 My 1994 Submission to the National Violence Prevention Award Committee (which is included at the back of the Out of the Blue Report) was later expanded upon and turned into a booklet known as 'The Purple Booklet' which I provided to conference participants when Joint Keynote Speaker with UK Home Secretary Jack Straw, at a UK Conference at Brighton in 1997 "Building Partnerships Towards Community Safety". It is formally titled *Improving Police Gay/Lesbian Relations and Targeting Hate Crimes Against Gays and Lesbians [1985 to 1997]*, Sue Thompson NSW Police Gay/Lesbian Client Consultant, NSW Police Service [ATTACHMENT 15]
- 6.9 1995 was the United Nations International Year of Tolerance – I only know that because it is on the inside front cover of the Out of the Blue Report. I witnessed a striking battle unfold between the Minister for Police and Emergency Services, the Hon Garry West (with his media adviser Mark Davis) and some managers / senior officers in the NSW Police Service on the issue of whether the results of the Out of the Blue Survey would be released to the public or kept hidden. I would not normally recount such an experience publicly, however, what transpired is relevant to the issues of the Inquiry. It demonstrated some starkly contrasting views within the then Police Service about whether one revealed the extent of the hate crime problem or tried to keep it hidden. I suspect some of those cultural issues would inevitably still exist in pockets and influence attitudes and actions on gay, lesbian and transgender hate crimes and related policies and procedures.
- 6.10 There had been much positive publicity about the Police Service doing the Violence Survey in 1994 and the lesbian and gay communities were understandably very interested to see the results.
- 6.11 Everything seemed to be going along smoothly as the deadline approached for the Launch of the Survey Report. The Police Minister himself wanted to launch it because of the long history of Police Ministers taking a stewardship and oversight role on the issue of gay and lesbian violence. They were concerned about it before the Police Service itself was concerned. That concern started with the Hon Peter Anderson and had continued with Police Ministers whether Liberal, Labour or National Party. That long history is described by me in other documents and in my Timeline.
- 6.12 The Hon Ted Pickering had launched The Streetwatch Report for the Gay and Lesbian Rights Lobby in 1990 and established the Government's Streetwatch Implementation Advisory Committee which reported to him. The Hon Garry West, Minister for Police and Emergency Services had launched the **Final Report of the Streetwatch Implementation Advisory Committee at Parliament House in June 1994 [ATTACHMENT 16]** and this would be the first opportunity for him (or any Police Minister in the world) to launch the Police Service's own research on anti gay/ lesbian violence. This was seen as a very positive step forward in police gay lesbian liaison and police gay lesbian relations.



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- 6.13 The Survey report was formally approved through my Branch and Unit heads, the Commissioner up to the Minister. The Survey was then designed for printing by the Police Printing Service. The Launch dates had been set, Parliament House booked and invitations sent out.
- 6.14 **Out of the Blue, A NSW Police Survey of Violence & harassment Against Gay Men and Lesbians** was at the Galloping Press Printers at Earlwood the week before the launch when the printers rang our HQ Printing Service to say that they had received a call directly from Police Headquarters to pull the Report from print. I had no idea what was happening or why it was happening nor had I been informed. Over many phone calls I eventually discovered that one of my bosses, either our Branch boss or his boss's boss, our Unit boss, had stopped the printing. The initial reason he gave me was "we do not want the results made public". I explained that was not possible when the Police Service and Minister had approved everything and announced it would be released publicly and launched at Parliament House on a particular imminent date. I explained it would be a gay/lesbian community relations disaster of epic proportions.
- 6.15 He further explained that "the results should not be public, they should only be used as a management tool". I knew what that meant. It meant they should be hidden from public view and scrutiny – no transparency, no accountability. He (or whoever senior had instructed him or decided with him) did not want the extent of the violence and harassment made public. He (or whomever from the Police Service) did not want the community to have the power that truth and information bring with it. The ability to ask the government for action to address and reduce the serious violence was at stake. Without some statistical evidence, beyond that of the community, it would remain harder to argue for change.
- 6.16 I was in a difficult position which I described as being "piggy in the middle". I had kept Mark Davis of the Minister's Office informed of what was happening and he had sought the Minister's advice repeatedly through the ordeal. The Minister insisted that the Report would be printed and that he would be launching it at Parliament House as he had publicly announced. He eventually rang me and asked me to advise the Unit Head what he had said. The conflict escalated. The printers' deadline for getting 2,000 copies of the Report printed and delivered was quickly becoming impossible. Without the Report there would be no Launch. My boss advised me that he did not care what the Minister said and that it would be the Police Service who would make the decision. To and fro this continued with "piggy in the middle" feeling extremely uncomfortable and sensing with some dread that there would be a price to pay and that I would be the one to ultimately pay it.
- 6.17 To shorten the story, eventually the Minister rang my Unit boss directly and instructed him that the Report would be printed by Galloping Press and that the Minister would launch it at Parliament House on the Tuesday 21 February 1995 as he had announced. My boss was still declining to co-operate and declining to pay the printer which he thought was the trump card. The Minister responded that if the Police Service would not print the Report then the Minister would pay for the printing of the Report from his own budget or indeed out of his own pocket if necessary and that he would ring the Printers and authorise it immediately unless my boss would make the call. My boss finally agreed and the Report proceeded.
- 6.18 By this stage the Printer had advised that the only way of printing even a smaller number of the 60 page Reports was for him to bring his printers and staff in on the weekend and

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pay them special rates. My recollection was that the price of the printing increased by \$1500-\$2000 as 4 staff were needed to work over the weekend to make printing plates and print the Report ready for Parliament House on Tuesday morning.

6.19 This story in my opinion, albeit occurring in 1995, gives some valid historical insight into how a policing organisation can deal with publishing hate crime statistics and the resistance thereto and complexities therein.

6.20 My job was made very difficult for some period after this incident and I thought it likely that some senior people remembered it for a very long time.

6.21 As I have mentioned previously, when describing the main points that I would cover in my Submission, there are many key events in the Hate Crimes Journey. I have listed them in my Timeline and I am able to answer questions on or describe them in further detail if required.

## **7. The role and support of the GLLOs cannot be underestimated as an informative litmus paper test for how well the NSW Police is travelling on LGBTI issues generally. This will also give useful information on how well the organisation is travelling in its policy and practice in dealing with gay and transgender hate crimes.**

7.1 NSW Police LGBTI officers, known as GLLOs, are a key part of NSW police liaison with the LGBTI community, for building trust with the community, for encouraging the reporting of violence and for reducing hate crimes against the community. They work at the coalface and in the field. Sometimes they are also the support people for gay and lesbian police who encounter discrimination and prejudice.

7.2 It would be naïve to think that in 2018 discrimination, prejudice and prejudice related violence do not still exist and wreak havoc in people's lives and in our community. I am attaching two recent photos – one which I have taken from a newspaper website and one from an acquaintance's social media page.

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*From an acquaintance's social media page. She took this photograph on 7<sup>th</sup> Oct 2018 (while a man was painting it) and posted another photo with him in it.*



*Poster on street post in Townsville Sept 2018, available on Star Observer website*

7.3 GLLOs are not full-time in that role like some other liaison officer positions. They are usually very committed and professional police with a passion for community policing, fairness and helping to make the world a better place. I count many of those whom I worked with as some of the best people I have met in my life.

7.4 I also witnessed over a 12 year period, the highs and the lows of performing that role. It could be incredibly rewarding and satisfying but also challenging and sometimes demoralising. Many of the cops who took on that role were remarkable people and great cops.

7.5 I refer to the twenty year old 1997 and 1998 GLLO workplace surveys. At this point in time I only have to hand the 1998 workplace survey (**ATTACHMENT 17**). Although the survey is 20 years old it is still valuable. It would be interesting to know how GLLOs would answer now.

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7.6 Some of the key findings of that survey were

GLLO Role

- 46% thought management respond positively to the portfolio
- 48% thought management respond indifferently
- 6% thought management respond negatively due to extreme homophobia

Management respect for role

- 41% felt the commander gave the role high to very high level of respect
- 33% felt the commander gave moderate respect
- 14% felt the commander gave low to very low respect
- 12% did not know

Colleagues response

- 29% felt colleagues respond positively (this varies significantly by location)
- 44% for colleagues respond indifferently (location again)
- 26% said colleagues responded prejudicially to them due to their role

bigger problems

- 21% identified homophobic, unprofessional police as a major problem
- 17% identified there being no set time for the duties
- 15% identified having little contact with the LGBTI community

Time allocated, rostered or spent

- 84% given no set time by supervisor or commander to perform role (see locations)
- 24% use their own private time on duties each month

GLLO activities and crimes

- 51% had contact with gay and lesbian victims of crime
- 40% had contact with neighbour harassment
- 28% had contact with hate crimes against gays and lesbians
- 15% had contact with sexual assaults on gays and lesbians
- in five regions more than 30% of GLLOs had contact with gay and lesbian hate crimes (66% Hunter, 63% Endeavour, 40% Northern, 33% City Eastern and South-Eastern, 30% Greater Hume and Macquarie)
- 54% said there was a verbal abuse/homophobic abuse in the local environment
- 45% said there was physical abuse
- 24% said there was derogatory graffiti

Behaviour of Other Police Towards Gays and Lesbians

- 75% of field-based GLLOs think their colleagues exhibit prejudicial behaviour towards gays and lesbians
- 49% said colleagues told jokes
- 42% said colleagues made stereotypical gestures
- 37% said colleagues use derogatory names
- 33% said colleagues gave a different response to gay and lesbian clients as opposed to heterosexual clients

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- 10% said colleagues exhibited prejudicial behaviour often/regularly to gays and lesbians
- 38% said sometimes to gays and lesbians
- 17% said hardly ever to gays and lesbians
- 35% said never to gays and lesbians

Behaviour of other police out of earshot of gays and lesbians

- 15% said colleagues exhibited prejudicial behaviour often/regularly
- 48% said sometimes
- 13% said hardly ever
- 23% said never

Customer Service

- 57% of GLOs believed that a high proportion of police provide good customer service in 1998 compared to only 15.8% in 1992
- Only 3.8% believed that a low proportion of police provided good customer service compared to 44% in 1992

7.7 As another of those wonderful ex GLOs and ex police officers recently said to me “being an Australian, an ex police officer, a gay woman, a victim of gay bashing, a gay and lesbian police liaison officer, a mother - I thank you for your hard work in having this heard. I admire your determination in having the truth documented. I am not sure where you get all that emotional energy from but keep it going - we all appreciate it”.

## **8. I recommend that the Inquiry formally request that either the National Library of Australia or the State Library prioritise the establishment and curating of a National Collection on Gay and Transgender Hate Crimes.**

8.1 It is essential for a government library to gather, acquire, collect & make accessible certain documents, booklets, items, research, resources etc so that they are available for future research, historical access & accuracy. A thorough history can demonstrate the contemporaneous history of this violence, the research on it and the government and community response to it. Researchers, historians, social commentators, academics, students and media can then form their own opinions on any distance yet to go in addressing the problems. NSW has at one time been a world class leader on these issues. If accurate information and access to this information is eroded over time (which obviously can easily happen without safeguards in place) it is far too easy to re-write history and suggest it never happened or indeed as has been done with the Parrabell Report to say ‘we have now had a closer look and it was not really as bad as people once said, it was only a “so called crime wave” ‘.

8.2 I have a thorough, detailed, digital list of all documents, items etc in my personal collection.

## In Conclusion

I am someone who dislikes conflict and dwelling on the past without the goal of moving forward with honour and authenticity so that together we can make the world a better place. I believe we need to get on with life and the living of it as it is a precious gift and responsibility. There are of course many who did not get this opportunity because they were murdered or severely traumatised and to them and their families, friends and communities we owe the debt of telling the truth. It is the very least we can do. When people's lives are erased it is essential to those left behind that their stories are not.

We must learn from the mistakes of our past or we will indeed repeat them. Democracy and the protection of life and liberty are beautiful, fragile, precarious things in our world.

I again quote from an ex GLLO (an ex police officer):

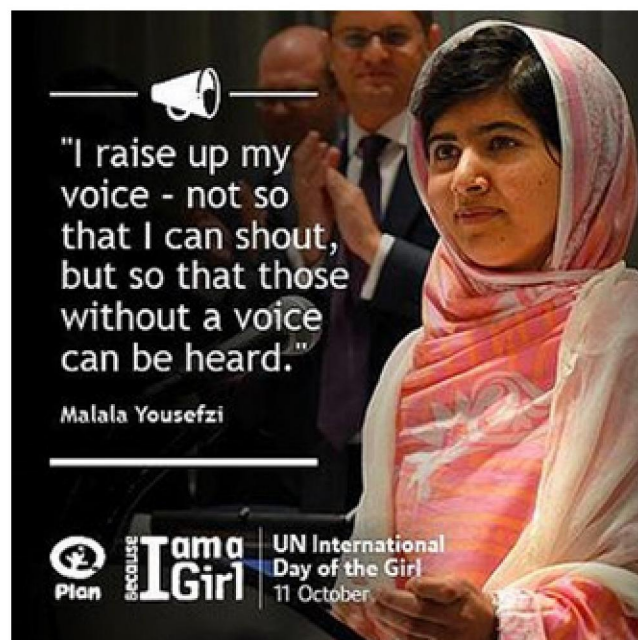
*"We must learn and move forward. History has shown time and again that for this to happen the oppressed group needs to be validated by their history being accurately recorded – their history, their voices.*

*There are memories, facts and figures to support their stories but those that were the initial oppressors have recently moved the goal posts which has carelessly re-written their history. That is unjust and must be rectified, otherwise, people are being denied their own truth".*

Finally, I thank the Members of this NSW Parliamentary Inquiry for all of your good works and good intentions over the years and for considering my Submission.

This quote from Malala Yousefzi speaks for me and my reason for making this Submission to the Inquiry.

"I raise up my voice – not so that I can shout, but so that those without a voice can be heard"



<b>DOCUMENTS WITH S THOMPSON SUBMISION TO PARLT INQUIRY</b>		
<b>INDEX TO DOCUMENTS AS PUBLISHED</b>		
<b>Att No</b>	<b>Issue</b>	<b>Document published</b>
1	Timeline	Historical Timeline of Hate Crime Key Events from 1970 to 2018
2	History	History and Achievements in Improving NSW Police G/L Relations and Reducing Violence Against Gay Men & Lesbians 1990-2002
3	Hate Crimes	S Thompson Op Ed on GL Hate Violence in the 80s and 90s, 2015
9	Johnson	4 <sup>th</sup> Report to NSW Coroner on Scott Johnson (24/5/17)
15	History	Purple Booklet "Improving Police Gay/Lesbian Relations and Targeting Hate Crimes Against Gays & Lesbians [1985 to 1997]", Thompson 1997

## Sue Thompson Timeline Hate Crimes 1978-2018

	A	B	C	D
1	<b>Timeline for Key Events in the Hate Crimes Journey 1978 - 2018</b>			
2	<b>For NSW Parliamentary Inquiry [by Sue Thompson 6.11.18 v.12]</b>			
3	<i>30 key historical events are bolded, highlighted in yellow</i>			
4			<b>Total</b>	<b>Number</b>
5	<b>Date</b>	<b>Timeline</b>	<b>Murders</b>	<b>Unsolved</b>
6	24-Jun-78	<b>1. Gay Solidarity March (daytime) &amp; Street march (nighttime) later known as first Mardi Gras</b>		
7		53 arrests, violence, brutality, Court appearances, Newspaper outings, job & family losses		
8	1982	NSW Anti Discrim Act amended to include ground of homosexuality. Pres ADB Carmel Niland		
9	1983	Club 80 Raids with 27 arrests & conflicts with Police & Vice Squad		
10		Robert French sees raids in context of 3 failed attempts at homosexual law reform and		
11		increasing police harrassment. French, Co-convenor of Gay Rts Lobby, wrote to Police Minister Anderson		
12	Jan-84	Robert French & Barry Charles to Police Minister Peter Anderson (1981-1986)		
13		Barry Charles asks Minister to establish Gay Liaison Group (French, Goulden, Hobday, McLachlan, Thomas)		
14	Oct-84	<b>2. Anti Discrim Board sets up Gay Liaison Group (Greg Tillett ADB, Insp Thorgood + community)</b>		
15	1984	<b>3. NSW Crimes Act amended to decriminalise homosexual sex between men (age of consent)</b>		
16	1985	Police Community Liaison Manual (incl Minister directing Gay Liaison fr 1983; Sgt Gateley Aged/Gay initially)		
17	1985	Police Gay Liaison Unit - Initial Proposal by Police Community Relations Bureau		
18	1985	Early 1985 "Gay Liaison Officer" aka Community Relations Co-ord for Gay Community advertised		
19	1985	Selection Panel with ADB Conciliation Officer, Greg Tillett, representing gay community on Panel		
20	1985	<b>4. Fred Miller (ex MP for Bligh) appointed to the "temporary" Gay Liaison position (1985-89)</b>		
21		Highly respected for his parliamentary work incl in homosexual law reform.		
22	18-Jul-85	Proposed Gay Hotline Police & Gay Counselling Service (following deaths of Michael Stevens & one other)		
23		Report by Police Gay Liaison Group - Gay Hotline (Violence Phone-In: 19-21 July 1985)		
24	1985	(incl Narrabeen, Nth Syd, Chatswood); Annual Report of the Police Gay Liaison Group		
25		Gay Liaison Groups set up in Newcastle (Cst Jo Watts), Wollongong, Lismore		
26	05-Apr-87	Grim Reaper advertisement first aired (NACAIDS) - very controversial & likely incited hate crimes		
27	1988	Gay & Lesbian Rights Lobby established (Gary Cox, Jane Clements)		
28	10-Dec-88	Scott Johnson's body at bottom Manly Cliffs (Police say suicide, 2017 Coroner finds gay hate)		
29	1989	Gay Hotline Phone in 29-30 Apr 1989 (Streetwatch). Report by Police Gay & Lesbian Liaison Group		
30		(disappointing results compared to Hotlines Syd 1985 & 86, Wollongong 88)		
31	06-May-89	Alan Rosendale bashed by pc police in Moore Park, witnessed by Paul Simes (SMH discovery 2013)		
32		Police HQ meeting - Snr Police, Miller, Simes, explaining police were bashers (excl Rosendale)		
33	30-Jun-89	Fred Miller formally retires (after being on sick leave mesothelioma) (d. 1992)		
34	31-Jul-89	Mardi Gras President Cath Phillips writes to Police Minister Ted Pickering (1988-92), re excellent		
35		work of Miller, filling vacant job & increasing rank. Pickering intervenes & directs NSWPS		
36	22-Aug-89	Police Service agrees to authorised position with job description, in consult with Indust Relat Auth.		
37		G&L community rep on selection panel, Suzanne Brooks (ex Off Status Women; Broadcasting Trib)		
38	15-Jan-90	Richard Johnson brutally murdered in Alexandria Park - 8 youths charged (some Clevo students).		
39	30-Jan-90	<b>5. Sue Thompson selected, commences duty as Client Consultant Gay Liaison (1990-2002)</b>		
40		Admitted NSW Bar, Ombudsman's Office, Dept YACS, Att Gens CJs, Victims Crime Comp Trib		
41		(Gr 8; equivalent positions Aboriginal, Ethnic, Youth with identical Statement Duties are Gr 9/10).		
42	Jan-90	Det Sgt McCann, Thompson & GLRL work to prevent plea bargaining in R Johnson after initial two.		
43	Jan-90	Establishment of GLLOs in 4 inner city locations to respond to violence; ChSupt Peate A1 support^^>>		
44	Jan-90	Police start weekly advertisements in gay press re report violence, GLLO names, Thompson phone		
45	Feb-90	Ch Supt Alf Peate (in uniform) & Sue Thompson to Mardi Gras VIP Viewing Room. Alf was a hit.		
46	09-Apr-90	Police Minister Ted Pickering launches "Streetwatch Report" for GLRL (Ruthchild & Grant) w. Clover Moore		
47	1990-1994	Pickering establishes Streetwatch Implem. Advisory Cmmtee under ADB Pres Steve Mark (1988-94)		



## Sue Thompson Timeline Hate Crimes 1978-2018

	A	B	C	D
5	Date	Timeline	Murders	Unsolved
48		First "STOP THE BASHINGS REPORT THE VIOLENCE" poster - world wide coverage		
49		(with 3 logos Police, GLRL, Gay Lesbian Mardi Gras). Launched with Streetwatch Report		
50		Sent to all government & community organisations by NSW Police with Commiss Avery message		
51		Sue Thompson & Sydney & Inner West District Commanders meet with GL community - violence		
52	19-May-90	Murder of Wayne Tonks, Teacher Clevo High School		
53		Ch Supt Alf Peate & Sue Thompson meet with Cleveland St High Principal Skidmore - "we're running Wshop"		
54	1990	Start collecting homicide info as result of Richard Johnson murder, Wayne Tonks & Clevo High		
55	Jun-90	Paul O'Grady (1960-2015) comes out as first openly gay NSW Member of Parliament, MLC		
56	1990	<b>6. Det Sgt McCann reviews &amp; lists likely gay hate murders 1987-90 - South Region Homi</b>	<b>7</b>	<b>5</b>
57		McCann & Thompson work on some old cases and to encourage scared witnesses		
58	Aug-90	Anti Homophobia 3 day Workshop at Cleveland St High, Police & S Syd Yth Serv (Sue T, Shane Brown, Deb M)		
59	Oct-90	Fred Nile Protest Rally' - police exc force, horses, major public & political conflict & fallout.		
60	Nov-90	<b>7. Lesbian &amp; Gay Anti Violence Project (AVP) set up by GLRL (Gay &amp; Lesbian Rights Lobby)</b>		
61		Bruce Grant (ex GLRL) full time. Carole Ruthchild GLRL. Dept Health funding from June 1991.		
62	29-Nov-90	Police Mobile Van weekends at Taylor Square (AC Gibson) set up after Fred Nile rally - stop violence		
63		Launched by AC Bruce Gibson, Comm Lauer, Clover Moore. Community progs - Safe Place; Whistle Project		
64	Apr-91	NSW Police puts Police G/L Relations on National Agenda at Police Commissioners Conf		
65		of Australasia and South Pacific, Sue T paper for Avery "Prejudice a Barrier to Professionalism"		
66	10-May-91	Truth or Dare Homophobia Film & Pkge launched by Justice Evatt (sponsored by SSYS, Police)		
67	1991	Dykes on Bikes Street Patrols - close working relationship Supt Beggs & Nora Savona (radio)		
68	Jun-91	AIC National Conference on Crime Prevention - Sue Thompson paper on police g/l liaison		
69	1991	Sue Thompson Submission to Minister to direct equal grading of GL position - he did.		
70	1991	First Police Ad in Mardi Gras Guide - Comm Avery "reducing violence, crime & fear...distance to go"		
71	1991-2002	Annual G/L Marketing Campaigns to Reduce Violence, Encourage Reporting, Build Trust		
72		eg adverts, brochures, posters, fridge magnets, drink coasters, bumper stickers, wallet cards		
73	1991	Thompson list of 52 complaints to Commissioner - unprofessional police behaviour at beats -> SWP		
74	1991	UNSW Student placement with Thompson conducted Lesbian Violence Survey. Sample 300		
75		In prev 12mths 18% physically assaulted, 43% physically intimidated, 78% verbally harassed		
76		"Policing Anti Lesbian Violence"		
77	Jan-92	Police Commissioner support for g & l police - Police Weekly article		
78	Feb-92	Police Minister launches Interim Report of Streetwatch Impl Adv Committee at Belvoir Theatre		
79	1992	Stephen Tomsen paper to ANZSOC Conference: Anti Homosexual Violence & Lack Criminological interest		
80	1992	The Hon Paul O'Grady invites other politicians to march in Mardi Gras Parade		
81	Apr-92	<b>8. Snr Working Party to Improve Police Gay/Lesbian Relations - to address murders at beats,</b>		
82		no violence reporting given history Police operations at beats. Peate, ACs, IA, Thompson, Preston,		
83		ACON rep David Buchanan. To fix violence must address unprofessional police ops/tactics		
84	1992	GLLO Academy Training Course, 5 day, written & run Sue Thompson, Peter Moir		
85	1992	"Off Our Backs Report" (AVP) and Draft NSW Police Survey of Violence & Harassment Against Lesbians"		
86	Sep-92	Both launched by Hon T Pickering at Parliament House & referred to Streetwatch Committee		
87	1992	All Local Commands provide detailed briefing on operations at beats over last 12mths		
88	01-Dec-92	38 Patrol Commanders brought in for full day Training on Beats - Thompson, AC Walsh, Lauer		
89	1993	<b>9. AIC Nat Conference (Sue T paper Violence &amp; murders - 19 murders, including cliffs)</b>	<b>19</b>	
90		Now 55 GLLOs		
91	17-Mar-93	Under-resourcing of GL Client Consultant compared to equivalent positions - submissions		
92	17-Jun-93	AIC 2nd National Conference on Violence - Sue T paper on NSW Police response to Hom Viol		
93	01-Nov-93	Homosexual Villification law passed		
94	Feb-94	Price Waterhouse Urwick conduct violence survey for NSW Police at Mardi Gras Fair Day		
95	1994	Now 70 GLLOs. New Anti Discrim Board President Chris Puplick.		

## Sue Thompson Timeline Hate Crimes 1978-2018

	A	B	C	D
5	Date	Timeline	Murders	Unsolved
96	1994	Statement of Duties for GLLOs finalised (SDA 1497)		
97	Jul-94	Final Report of Streetwatch Impl Adv Cttee launched by Police Minister Garry West (1994-95)		
98		at Parliament House: whole of govt response to homoph violence & areas of shortfall		
99	Jul-94	New Police COPS (computerised data collection) now includes collection on hate crimes		
100	1994	S Tomsen to Police Snr Working Party-murder research access [CrimResCGrant] [1988-94]	24	
101	1994	1994 Tomsen Hatred Murder & Male Honour Gay Homicides & Homosexual Panic Defence		
102	1994	50 GLLOs completed Academy Training by Thompson		
103	1994	<b>10. Australian Violence Prevention Award for Reducing Violence &amp; Crime Against Gs&amp;Ls</b>		
104		NSWPS Submission lodged by Sue Thompson Nov 1994.		
105		Aust Heads Govt award joint 1st prize NSWPS GL Program & LGAVP. Awarded by the Hon Duncan Kerr		
106		Received by Asst Comm Alf Peate and Sue Thompson and \$15,000 prize.		
107		AIC announced they will run First Nat Conf on Gay Lesbian Hate Crimes		
108	21-Feb-95	<b>11. Out of the Blue, A Police Survey of Violence &amp; Harassment Against Gay Men &amp; Lesbian</b>	22	
109		Written by Sue Thompson NSWPS and Jewly Sandroussi Price Waterhouse (60 pages)		
110		[ISBN 0 7310 4913 6]. Refers to other research on lesbian and gay violence & community wide		
111		Launched by Minister Garry West at Parliament House after suppression debacle with NSWPS		
112	21-Apr-95	SMH feature article on gay & lesbian police - Cst Brad Scanlan & Lisa Londregan		
113	1995	Police commence mandatory collection of Hate Crimes Data via COPS system		
114	1995	<b>12. Att Gen Shaw establishes HAD Committee with Crim Law Review Division, DPP, Police, Judicial Comm, Criminal Bar, Academia (police reps Sue Thompson, Supt Gary Gilday)</b>		
115				
116	1995	"You Can Help Stop The Violence Tell the Police" joint Police & Health Campaign		
117		launched Parl House by Police Minister Garry West		
118	Aug-95	Police formally launch Sgt Terry Harvey's Police G & L Liaison Internet site after initial IA Complaint		
119	Sep-95	Commissioner's Circular on Police Operations at Beats released after 2yrs drafting (SnWkPty)		
120	Oct-95	NSWP host first national seminar on police g/l liason & violence at NSWP HQ - AC Alf Peate		
121	Oct-95	<b>13. First National Conference on Violence Against Gs &amp; Ls (AIC) - Sydney Uni, Police Minister</b>		
122		Police Minister Whelan (1995-01) launches GALPEN for police employees, AC Nixon as Sponsor		
123	Oct-95	First GLLO poster released, promoting GLLOs, to all Police Stations		
124	04-Mar-96	First Police bus in Mardi Gras Parade, Sue Thompson, Sn Cst Jo Watts, Cst Robert Fenech (driver)		
125		Police Banner on bus "Stop Violence Against Gays and Lesbians, Tell the Police"		
126	19-Mar-96	Submission requesting replacement of Luke Preston to support GL Team - underresourcing		
127	1996	Dept Education Schools Homophobia Kit (piloted originally at Clevo) released to all schools		
128	1996	<b>14. Dr S Tomsen "Gay Killings in NSW" - [Police list of gay hate killings 1986-1996]</b>	31	21
129	1996	NSW Police reps Thompson & Gilday provide approved list gay hate murders to HAD Committee		
130	1996	GLLOS host & serve PLWHA Luncheon at Exchange Hotel - some prev bashed by Police		
131	Mar-97	Commissioner Ryan to Mardi Gras VIP Viewing Room (with Thompson)		
132	Mar-97	AC Alf Peate, Corp Sponsor G/LL retires. Warns Thompson "things will be very difficult... hang in there"		
133	Mar-97	Commissioner Ryan and Sue Thompson keynote speakers to Gay & Lesb Business Assoc dinner		
134	Jun-97	Police Recruitment Campaign for Gays & Lesbians - world wide attention for months		
135		Sn Sgt Jenny Choat Head of Recruitment initiative (with Sue Thompson)		
136		"Join the NSW Police We Guarantee You'll Get Sensible Shoes" (in LOTL)		
137		" A Career Opportunity for Gay Men That Doesn't Put You in a Straight Jacket" (Star Observer)		
138		Deemed highest recruitment response yet to any Police recruitment campaign		
139	1997	Book "Homophobic Violence" ed Gail Mason & Stephen Tomsen, AIC, Hawkins Press		
140		Thompson chpt "Hate Crimes Against Gays and Lesbians: The NSW Police Response" 90-96	26	
141	1997	Dr Stephen Tomsen published "The Criminal Justice Response to Gay Killings" in Current		
142		Issues in Criminal Justice [gay hate homicides period 1980-1997] [police 1986-96 = 31]	74	
143	1997	Proposal/ Submission re need for Effective Resourcing of GL Client Consultant Position		

## Sue Thompson Timeline Hate Crimes 1978-2018

	A	B	C	D
5	Date	Timeline	Murders	Unsolved
144	1997	1997 GLLO Survey & Indicators of Status of GL Liaison = Serious Problems in Organisation		
145	1997	Sue Thompson as joint keynote speaker with UK Home Secretary Jack Straw in UK		
146		UK Brighton Dome "Building Partnerships Towards Community Safety"		
147	1997	"Improving Police Gay/Lesbian Relations & Targetting Violence Against Gay Men & Lesbians"		
148		by Thompson NSWPS. Known as 'The Purple Booklet' covering period 1985-1997 (20 pages)	32	
149	1997	Premier's Certificate Achievement to Sue Thompson for first Gay/Lesbian Policy Statement		
150	1998	Police Advert in MG Guide showed 1978 famous arrest photo Robin Plaister & 1998 re-shoot		
151		"1978 That Was Then. 1998 This is Now. Who Says Time Doesn't Heal"...world leader...150 GLLOs		
152	01-Mar-98	First Police Marching Group in Mardi Gras Parade (Commander Sn Cst Jodie Bird): 30 cops		
153	1998	Homosexual Advance Defence (HAD) Cttee Final Report to Att Gen (see Powerpoint slides)		
154	1998	Police from SA, QLD, Tas trained in GLLO Course by Sue Thompson & Terry Harvey		
155	Jun-98	Gay & Lesbian Policy Statement - resubmitted by Sue Thompson		
156	01-Dec-98	Meeting with Commissioner re Under-resourcing, no Corp Sponsor for 2 yrs & no-one Snr noticed		
157		Assistant Commissioner Ike Ellis becomes Corp Sponsor/Spokesperson G/L Issues		
158	1998	Full Training Overheads & Powerpoint Slides for Conference presentations & Training		
159	1998	2nd GLLO Survey run - building on 1997 one		
160	1999	Attorney Generals Dept establishes Policy Officer Gay & Lesbian Liaison - Jackie Braw		
161	1999	Development of Full Operational Orders for GLLTeam attendance at Mardi Gras Parade & Events		
162	1999	Research Sue Thompson & AIC's Dr Jenny Mouzos (now Dr Jenny Cartwright) 1989-1999	44	
163		Examined 900 NSW homicides over 10yr period. Assessed NSW Police Service's 44 gay hate related,		
164		checked whether independent Nat Homicide Monit Program (NHMP) files supported the 44.		
165		For purpose of strict research to Academic standard, studied the verifiable 37 of the 44	37	8
166	1999	Research writing with Jenny Mouzos and Sue Thompson over several months, academic peer reviewed		
167	Oct-99	Presentation of research Jenny Mouzos & Sue Thompson to Conference Sydney Uni		
168	1999	AFP commission Thompson to run their G&LL Officers Contact Scheme Training Course		
169	2000	Police Gay and Lesbian Policy Statement & Action Plan (2000-2004) - Sue Thompson		
170		Assistant Commissioner Ike Ellis works hard to get GL Policy through before retirement 2000		
171	28-Feb-00	Submission re underresourcing, lack support to GL area; equiv positions regraded 11/12s not g/l again,		
172	Jun-00	<b>15. Summary Homicide Research Published - Trends &amp; Issues in Criminal Justice</b>	37	8
173		<b>"Gay Hate Related Homicides: An Overview of Major Findings in NSW" [10yr period 1989-1999]</b>		
174		Trends & Issues Bulletin No. 155 Dr Jenny Mouzos AIC & Sue Thompson NSW Police Service		
175		Assistant Commissioner Christine Nixon becomes GL Corporate Sponsor till VICPOL Apr 2001		
176	15-Mar-00	GLL Executive Team established with AC Corp Sponsor, Principal Advisor (Thompson), GLLOs		
177	09-Aug-00	Fed Justice Minister Amanda Vanstone launches AIC & NSWPS Research on Gay Hate Murders		
178	2000	Strikeforce Taradale formed with DS Steve Page in charge - Ross Warren's mother's letter.		
179		Investigation into Bondi, Tamarama murders, deaths, missings. Page and Thompson work closely		
180	2000	NOGA established - Network of Govt Agencies to address discrimination & violence		
181		(evolution of Streetwatch Implementation Advisory Committee 1990-1994)		
182	2000	Completion of GLLO Training Courses 8, 9, 10 - 70% GLLOs trained		
183	13-Dec-00	Financial Implication of GL Policy & need for resourcing GL issues (pre AC Ike Ellis Retirement		
184		Discriminatory treatment in ST job (eg attendance community events, charging fee service etc)		
185	2001	Fed Dept Immigration Multicultural Affairs selects 6 people across Australia, to case study		
186		in "Australian Business & Corporate Partners with Federal Govt". Sue Thompson selected		
187		as success model for "effectively managing community diversity".		
188	2001	2001 Finger Word Search of COPS for GLLT Executive under AC Nixon - serious issues		
189	2001	A Day in Review (re impossible workload & GLL falling apart statewide incl ref Manly complaint)		
190	01-Mar-01	<b>16. AIC &amp; NSWPS Homicide Research Published in Journal: Current Issues in Criminal Justice</b>	37	8
191		<b>"Comparison Between Gay Hate Related Homicides of Men &amp; Other Male Homicides in NSW"</b>		

## Sue Thompson Timeline Hate Crimes 1978-2018

	A	B	C	D
5	Date	Timeline	Murders	Unsolved
192		<b>Dr Jenny Mouzos &amp; Sue Thompson [homicides over 10yr period 1989-1999]</b>		
193	2001	<b>17. Stephen Tomsen's "Hatred Murder &amp; Male Honour: Anti Homosexual Homicides</b>	<b>74</b>	<b>19</b>
194		<b>in NSW (1980-2000)" [homicides over 20yr period 1980-1999]</b>		
195	2001	Submission of GL Policy to Commissioners Exec Team (CET)		
196		included identifying eroded commitment & lack resources to gl liaison, discrim treatment		
197	2001	S Page requests Mgt Cttee NSW Crime Comm grant ref for NSWCC investigate gay hate crimes		
198	2001	12th GLLO Training Course at Academy incl personnel from Army, Navy, Qantas, QPOL		
199	Nov-01	QPOL fly Sue Thompson on speaker's circuit throughout QLD to promote police g/l liaison		
200	Nov-01	GLLO Ethics & Workplace Modules written by GLLT Exec - identifies risk factors, obstacles		
201	2001	Approval finally given for GLLO Badge design & making after 6 yrs of lengthy negotiation		
202	2001	Write changes to GLL Policy Statement, formalise request for equal grading & resourcing		
203	Mar-01	Assistant Commissioner Garry Dobson becomes GL Corp Sponsor		
204	2001	Liaise with Ombudsman re how to classify & monitor police complaints based on homophobia		
205	2001	TV Interview on Gay Hate Homicides with Page & Thompson - body over cliff reenactment.		
206	01-Jan-02	Gay & Lesbian Liaison Team Workplan Proj 1-54. Gives gay hate murder stats 1990-2000	<b>46</b>	
207	29-Jan-02	Request to Garry Dobson, Corp Spokesperson no.3 in 18mths re workplace probs & lack support		
208	2000-2002	Police Gay Lesb Liaison Workplan 2000-2002 (54 Major Projects)		
209		(1 staff v other liaison areas now with several full time staff - the impossible workload)		
210	2002	Stephen Tomsen published "Victims Perpetrators and Fatal Scenarios:		
211		Research on Anti Homosexual Homicides"		
212	2002	Police Gay & Lesbian Policy Statement & Action Plan finally to the printers		
213	03-Mar-02	Sue Thompson last day of work (spinal cord injury). 458 media interviews in 12yrs.		
214		118 GLLOs in NSW (50% female; 35% rural; 56% completed GLLO Academy Course)		
215		Thompson doc "NSW Police G&L Liaison History & Timeline of Events & Achievements 1990-2002"		
216	30-Jan-03	Thompson medically retired		
217	04-Mar-03	<b>18. Strikeforce Taradale BoE to Coroner (2658 pages, 2000-2002) (Steve Page was then retired)</b>		
218	Jun-04	Operation Florida Police Integrity Commission Report to Parliament (incl Northern Beaches)		
219	2004	David Toolan - Police Snr Programs Officer Gay Lesbian & Transgender (2004-2007d.)		
220	09-Mar-05	<b>19. Dep Coroner J Milledge's findings into Russell, Warren, Mattaini - "grossly inadeq &amp; shameful"</b>		
221	2007	Police dismiss Johnson family request for new inquest - internal review Report		
222	03-Jun-07	SMH "Maths Genius Thrown Off Cliff Top by Gay Hate Gang" (contact info for Inv Journo Dan Glick)		
223	2007	Thompson started trying to relocate murder lists, only Powerpoint slides (1990-2000)	<b>42</b>	<b>7</b>
224	Apr-08	Jackie Braw to NSW Police as Policy Officer Sexuality & Gender Diversity Portfolio (Star Ob)		
225	May-10	Gail Mason "Hate Crime Laws in Australia Are They Achieving Their Goals" Syd Uni Law School		
226	02-Feb-11	Sue Thompson 1st Report on Scott Johnson case (9 pages) - to NSW Police Unsolved Homicide		
227	27-Jun-12	<b>20. Coroner Carmel Forbes 2nd Inquest re Scott Johnson - (extensive evidence Johnson family) overturns 1989 suicide finding, open finding, refers death to Unsolved Homicide for review</b>		
228		Unsolved Homicide tell Johnson that case now at bottom of pile of 750 cases, will take years		
229		(not an unsolved needing reinvestigation BUT never yet investigated as a murder = priority?)		
230				
231	11-Feb-13	<b>21. ABC Australian Story "On The Precipice" Scott Johnson case. The momentum begins</b>		
232	12-Feb-13	Steve Johnson meets Police Minister Gallacher (2011-14). Minister requests Police action -		
233		Strikeforce MacNamir formed by NSW Police with DCI Pam Young in charge		
234	2013	NSW Police Request NSW Crime Commission examine the work of MacNamir - why?		
235	15-Jul-13	Recompiled list of gay hate murders by Thompson & Tomsen.		
236	18-Jul-13	Tomsen locates his case summary sheets for his 1990s murder research for more details		
237	27-Jul-13	<b>22. Rick Feneley's groundbreaking SMH Good Weekend feature</b>	<b>80</b>	<b>30</b>
238		<b>"Killing Fields Up to 80 Men Murdered, 30 Cases Unsolved" [Homicides over 20yr period]</b>		
239	04-Sep-13	Mick Willing, Head Homicide mtg with Sue Thompson & Peter Rolfe. Discussion re Police Report		

## Sue Thompson Timeline Hate Crimes 1978-2018

	A	B	C	D
5	Date	Timeline	Murders	Unsolved
240		Report finalised (435pp); differing views on provable evidence v "balance of probabilities"		
241	16-Oct-13	DCI J. Lehmann mtg Thompson; Police UHT Report: Police accept 8 of 30 unsolved as bias motivation		8
242	27-Mar-14	Police advise Johnsons they have exhausted enquiries & nothing further		
243	13-Aug-14	BRIEF: Gay Hate Murders fr late 70s to late 90s. Conservative Review of list - ACON, ST, ST	81	28
244		Reduce to 21 unsolved; maybe 24 with some 1970s cases (with Spanswick, Rath & Williams)	71	21
245	21-Aug-14	Rolfe & Sue finalise number for SMH Rick Feneley; Thompson 2nd Report to Coroner (32 p)		
246		21 unsolved 1980-99, if include Manly area late 70s then 24 from 1977-99		24
247	2015	Further review of the murder cases with ACON, Tomsen, Thompson		
248	13-Apr-15	<b>23. Coroner Barnes Orders 3rd Inquest into Scott Johnson 1988 Death (see Johnson Team Reports)</b>		
249	13-Apr-15	ABC Lateline Emma Alberici on Scott's case - interview with DCI Pam Young		
250	14-Apr-15	ABC Lateline Alberici on Scott's case - interview with ex Minister Mike Gallacher (prev GLO)		
251	21-Apr-15	Coroner Barnes Requests DCI Pam Young removal from Scott Johnson investigation.		
252	18-Jun-15	ABC Documentary "Between a Frock and a Hard Place" - story behind Priscilla & historical effect		
253		Thompson's interview re hate murders & violence (filmed Bondi Cliffs)		
254	Sep-15	Operation Parrabell commences Surry Hills LAC (Crandell). Sun Herald media launch/editorial May 2016		
255	25-Feb-16	NSW Parliament bi-partisan apology to the 78ers; SMH apology; 1 week later Supt Crandell, NSWSP		
256	03-Oct-16	<b>24. SBS Rick Feneley Online "The Gay Hate Decades: 30 Unsolved Deaths" (30 pages)</b>		30
257		Interactive online feature timed for SBS Network Event of TV series and Doco		
258	05-Oct-16	"Deep Water" TV series on SBS - 4 episodes inspired by Sydney's gay hate crimes of 80s and 90s		
259	16-Oct-16	<b>25. SBS "Deep Water: the Real Story" on SBS (Blackfella Films). A Crime Documentary</b>		
260	13-Dec-16	<b>26. Coroner Barnes' 3rd Inquest into Scott Johnson - 1st Hearings, Crown Sols Office reps Coroner</b>		
261	22-Jan-17	Thompson's Report to Op Parrabell (DCI Middleton) incl critique bias methodology-12pp,	71	21
262		provenance of Gay Hate Murder Lists & the recompiling ( <b>71 with another 10 needing research</b> )		
263	30-Jan-17	Duncan McNab book "Getting Away With Murder" - gay hate 70s to 90s. Ned Kelly Award.		
264	Jun-17	2nd round of hearings in Coroner's Court for 3rd Scott Johnson Inquest - Coroner Barnes		
265		Persons of Interest also called to give evidence. In depth questioning re bashings, violence etc		
266		incl group of 3 arrested 1987 for multiple assaults in Nth Beaches beats areas. Were on bail		
267		in Dec 88, 'informant' issues, court appearances ongoing 1987 - 1989. Questions incl		
268		connections to Manly detective Peattie (see also Op Florida Report).		
269		(Thompson in Hospital unable to give in person evidence, 4th Report to Coroner -26 pages)		
270		Prof Stephen Tomsen evidence re gay hate murders		
271	30-Nov-17	<b>27. Coroner Barnes' findings into Scott Johnson 3rd Coronial Inquest - "gay hate attack"</b>		
272		Coroner's Findings effectively overrule Police 2 yr investigation & suicide theory.		
273		Implicit is NSW Police not properly understanding historical gay hate murders or how to identify;		
274		and now applying evidence test incorrectly for identifying v balance of probabilities test		
275	28-May-18	<b>28. ACON Launch their Report "In Pursuit of Truth &amp; Justice Report"</b>	88	30
276		"Documenting Gay and Transgender Prejudice Killings in NSW in the Late Twentieth Century"		
277		Half of the 88 were between 1987 and 1993 when AIDS at its peak'		
278		Conducted own review between 2016-2017, indep of Police or Coronial'		
279		Makes recommendations incl call for Independent Inquiry		
280	27-Jun-18	<b>29. Police launch Parrabell Report &amp; Flinders Uni Review as if progress - reclassifies &amp; recounts murders</b>		
281		<b>From 80 murders now down to 27; from min. 21 unsolved down to 3 [Homicides over 25 yr period]</b>		
282		Ignores impact of Coroner's findings on appropriate test to ID gay hate murders/gay related		
283		Parrabell findings = evidence bias/suspected bias ( <b>3 unsolv v Uns Hom's 8 unsolv in 2013</b> )	27	3
284		Flinders findings = gay related	29	2
285	10-Aug-18	<b>30. Police Commissioner Fuller apology to 78ers for 1978 "Mardi Gras" (prev Supt 2016)</b>		
286	03-Sep-18	Thompson's Media Articles on violence, murders, policing issues 1990-2002 all digitised PDF		
287		1700 articles, 2,300 pages all with OCR & searchable		

## Sue Thompson Timeline Hate Crimes 1978-2018

	A	B	C	D
5	Date	Timeline	Murders	Unsolved
288		<b>Word Search Results of PDF Files</b>		
289		<i>Police = 9069 references</i>		
290		<i>Violence = 2953</i>		
291		<i>Bash = 1283</i>		
292		<i>Attack = 1244</i>		
293		<i>Murder = 1111</i>		
294		<i>Minister = 673</i>		
295		<i>complain = 592</i>		
296		<i>Thompson = 576</i>		
297		<i>Commissioner = 489</i>		
298		<i>AVP = 342</i>		
299		<i>Panic = 179</i>		
300		<i>Richard Johnson = 66</i>		
301	19-Sep-18	<b>NSW Legislative Council Multi Party Parliamentary Inquiry Announced - Historic Hate Crimes</b>		
302		Liberal Party Chair the Hon Shayne Mallard MLC, Labour Member the Hon Penny Sharpe MLC		
303		To be conducted by Standing Committee on Social Issues (Chair Mallard)		

# NSW POLICE GAY & LESBIAN LIAISON

## History and Achievements in Improving Police Gay/Lesbian Relations and Reducing Violence Against Gay Men and Lesbians 1990-2002

Sue Thompson 1990 - 2002 (written contemporaneously)

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## Background - Sue Thompson's reasons for doing the job and its beginning

"On 30 January 1990 I became the Police Gay Client Group Consultant in Police Headquarters. I was inspired to take on such a difficult job when I saw it advertised in October 1989 because it was a week after close friend, Dr Michael Chye, was murdered. Dealing with detectives on the murder of a close gay friend made it obvious that there were major problems with homophobia in the Police Service.

I had worked in the public service for 10 years prior; in the Ombudsman's Office - Investigation Officer, Youth and Community Services - policy officer then Manager of the Community Welfare Act Implementation Unit, Attorney Generals Department - coordinating the Juvenile Offender Mediation and Reparation Scheme (which I proposed when in YACS), in the Victims of Crime Compensation Tribunal (I had sat on the Cabinet Sub Committee which established the Tribunal).

I took on the inevitably challenging job because Michael's tragic murder made me realise that "life is short, you can be dead tomorrow, I want to do something that makes a difference".

Fred Miller, ex-MP for Bligh, had held the informal Gay Liaison position (set up by Police Minister Peter Anderson) from 1985. After Fred medically retired June 1989, there was no replacement until the gay community asked Police Minister Ted Pickering to intervene and establish a formal permanent job doing formal organisational change.

After winning the job and being offered it, my first question before accepting, was how long would Commissioner John Avery be there. I had met him a couple of times in previous jobs and admired him and what he was doing with the NSW Police Service.

On day one in College Street I was taken by our boss Superintendent John Ure to meet Commissioner Avery and Minister Ted Pickering. Both were very supportive and offered me an open door policy. They said they knew my job would be very difficult and at times I would need direct access without the chain of command or seeking permission and that their doors were always open for me.

I was then taken to the Police Media Unit, media stills were taken and a press release prepared about

my appointment. Until then I had no idea the media would take such an interest. Within a couple of weeks I did a long on air interview with Andrew Olle, the Today Show, Brian Bury and several others. There were some client groups the organisation was comfortable talking about and some not. Gay issues were the latter. I immediately became the authorised police media spokesperson on gay issues whereas most program areas did not do their own media. In the first year there were 69 formal interviews and by the end of the 12 years there were 458 that I documented.

In my first week the horrific murder of Richard Johnson by students from Cleveland St High School came across my desk. Det Sgt Steve McCann sought my help with the media and ensuring the police charges for such a serious crime stood and were not plea bargained. Before my job I did not realise the extent of the violence epidemic against gay men and lesbians nor that it was the way in which most gays and lesbians came into contact with police and received either good or discriminatory customer service, often the latter. Four months later Wayne Tonks, a gay teacher at the school, would also be murdered. The violence and bashings were endless with an average of four gay-hate murders each year.

Exec Ch Supt Alf Peate was Sydney Police District Commander and Ch Insp Kerry Beggs Commander Surry Hills Police Station. Both were great. Alf Peate is one of the great unsung heroes of our successes. We organised a meeting of community leaders with Alf Peate and his equivalent at Inner West District, Darcey Cluff, to start direct dialogue between gays and lesbians and senior police. Police needed to hear firsthand of the violence and police problems. They both brought a couple of key Patrol Commanders who nominated some good police in their areas to be contacts on gay and lesbian issues.

And so began the first Police Gay and Lesbian Liaison Officers (GLLOs) in Sydney's inner city, similarly Jo Watts & Paul Baker in Newcastle. None were full time liaison officers as with other client groups but general duties police who took on this additional duty. They were brave, professional cops who cared about people and fairness. And so the long and winding road began....." *(Sue Thompson)*



## Measures of Recognition

Recognition of Sue Thompson's NSW police gay/lesbian liaison model designed, developed & co-ordinated from 1990 – 2002, as world best practice in police gay/lesbian liaison, reducing violence against gays and lesbians & improving police gay/lesbian community relations:

- High profile, internationally renowned expert in this specialist field for 12 years with reputation as a world leader in this area. Conducted over 450 documented TV, Radio, Newspaper & Magazine interviews in Australia & overseas during this time. This includes major feature coverage on Japanese TV NHK (1991), Irish Times (1992), London Times (1992), French News Magazine 'L'Evenement' (1999), Italian newspaper, Irish Police Magazine (2000), French and German TV Arte' (2000), Swedish National Television Broadcaster (1999), SBS Documentary, Channel 7 Witness program (1996), Sydney Morning Herald's Good Weekend (1990), Rolling Stone (1992) Norwegian Newspaper (1998).
- Various Awards have been given to Sue Thompson in recognition of her ground breaking work in the New South Wales Police Service including the:
  - **Australian Violence Prevention Joint First Prize Award 1994** and \$15,000 prize money from Australian Heads of Government presented in 1995 for 'Reducing Violence, Crime and Fear in the Gay & Lesbian Community'. (February 1995)
  - **Premier's Certificate of Achievement for the Lesbian & Gay Policy Statement** (1997)
  - **Mardi Gras Community Award** - Outstanding Commitment to Gay & Lesbian Community (1999)
  - **NSW Police Medal for 10 Years Diligent & Ethical Service** (awarded in 2005, after Medical Retirement)
- National and international agencies regularly requested the expertise, client consultancy and best practice advice of the New South Wales Police Client Consultant (see Register of Consultancy at pages 6 - 11).
- Police Services from Western Australia (1997), Queensland (1998, 2001), South Australia (1998), Victoria (1997 & 2000), Tasmania (1999), the Australian Federal Police (1998, 2000 and 2001), the United Kingdom (1999) and Sweden (2001) have sought assistance and sent personnel to New South Wales to be trained in gay/lesbian liaison by Ms Thompson.
- Human Rights agencies / public policy professionals from Sweden, the Philippines, United Kingdom, Ireland, USA and many others have sought assistance and advice on models of best practice in gay/lesbian liaison, violence reduction & building community harmony.
- Researchers, academics and/or journalists from many national and international locations studied & showcased the NSW program & its strategies to reduce hate crimes and provide better quality service delivery to gay and lesbian members of the community. The model was also copied in a wider context for other disadvantaged groups in the community.
- Developed designed and presented highly regarded Training Programs, Workshops and Courses for a wide range of contexts & organisations in both a public sector role such as the specialist Police Gay/Lesbian Liaison Officer Courses for Police and Govt personnel across Australia, Inaugural training for the Australian Federal Police Gay/Lesbian Contact Officer Scheme (\$4 000 service fee) etc; and as approved secondary employment for private clients such as Car Makers, Banks & Finance Companies, Drug Manufacturers

- From 1995 – 2002 over \$46,000 revenue was generated by the Police Gay / Lesbian Client Consultant in Fee For Service for the NSW Police Service.
- Various Conference presentations, keynote addresses and formal research papers, including the listed major presentations and research documents at page 4 - 5.
- Selected by Federal Dept Immigration & Multicultural Affairs in 2002 to be one of 6 Case Study modules for Australian Businesses and Corporate Partners with the Federal Government to study & learn about working to effectively manage community diversity.
- Principal Trainer with 'Significant Others Marketing' from 1997 – 2002 as approved secondary employment outside of NSW Police. Earning \$2,500 per day as top –end trainer of corporates eg Car Manufacturer Sales Staff, Drug Companies, Banks – still being approached in 2005 (Barclays Bank) & invited to do live link to training sessions or a training CD but unable due to injuries.

### Presentations, Keynote Addresses & Research Papers by Sue Thompson

Year	Conference / Publication	Place	Details
1991	AIC National Conference on Crime Prevention	Adelaide	Workshop & paper on Police Gay/Lesbian Liaison
1991	Australian Police Commissioner's Conference	Sth Pacific	Paper on 'Prejudice – A Barrier to professionalism'.
1993	AIC 2 <sup>nd</sup> National Conference on Crime Prevention	Canberra	Workshop and paper on 'Homophobic Violence – A New South Wales Police Response.'
1993	Alternative Dispute Resolution Association 1 <sup>st</sup> National Conference	Canberra	Workshop on Community Group Relations.
1995	'Out of the Blue – A Police Survey of Violence And Harassment Against Gay Men and Lesbians'. [ISBN 0 7310 4913 6]	Sydney	Wrote 60 pg book, launched by Police Minister at Parliament House First Australian study on issue. World wide coverage for years.
1995	AIC National Conference on Violence Against Lesbians & Gay Men.	Sydney	Conference Organising Cttee, Speaker and workshop facilitator.
1995	National Police Gay/Lesbian Liaison Seminar	Sydney Police HQ	Co-ordinator & all day presenter to interstate police
1996	Homophobic Violence [ISBN 1 87606 704 7]	Sydney	Book chapter written on Police Service Response to Hate Crimes

1997	United Kingdom National Conference on Policing the Lesbian & Gay Community	Brighton UK	International keynote speaker with Jack Straw, Secretary, Home Office.
1997	'Targetting Hate Crimes Against Gays & Lesbians and Improving Police Gay/Lesbian Relations 1985 – 1997	Sydney	Major research Report completed with national & international distribution (20 pages)
1997	Sydney Gay & Lesbian Business Association Dinner	Sydney	Joint keynote presentation by Police Commissioner and Client Consultant
1998	Europride Conference Program	Sweden	International keynote speaker
1998	'From Here to Diversity' Conference	Sydney University	Writer & presenter of Geoffrey Robinson style 'Hypothetical' for full conference session
1998	State-wide Gay & Lesbian Liaison Officers Survey	NSW	Completed & published
1999	International Women's Day Conference	Sydney	Key note speaker
1999	Judicial & Law Enforcement Response to Hate Crimes	Sweden	International keynote speaker funded by Swedish Government
1999	National Hate Crimes Conference – paper 'Gay Hate Related Homicides Compared to Other Male Homicides 1989 – 1999	Sydney University	Presentation of research paper
2000	AIC Trends & Issues Bulletin on Gay Hate Related Homicides [ISBN 0817-8542; ISBN 0 642 24166X]	Canberra	Joint publication AIC & NSW Police Service
2000	Current Issues in Criminal Justice [ISBN 1034-5329]	Univ Syd	"Comparison between gay hate related homicides & other male homicides NSW 1989-99" full research published (p306-329)
2001	QPOL Regional Education Program [Townsville, Cairns and Gold Coast]	QLD	Hate Crimes, Police G/L Liaison

Consulting by	Sue Thompson to National	and International Agencies
<b>Organisation (TOTAL 55)</b>	<b>Information</b>	
2001	Department Immigration & Multicultural Affairs	Groundbreaking work with Dept Immigration & Multicultural Affairs. Selection of the Gay & Lesbian Client Consultant to be one of 6 Case Study modules for 'Australian Businesses and Corporate Partners with Federal Government' to study & nationally promote Sue Thompson's work in effectively managing community diversity.
2001	Hilton Cordell	Intensive work with Hilton Cordell on a proposed 4 Part ABC TV Series on Gay / Lesbian Liaison Officers
2001	NSW Ombudsman	Liaison with NSW Ombudsman to establish procedure for identifying and monitoring complaints in his system and the Police complaints system based on homophobic Police conduct & behaviour or homophobic customer service (Victimisation, Harassment, Discrimination, Vilification).
2001	QPOL	QPOL invited and funded the NSW G/L Client Consultant to attend three high profile regional forums as the Key Note Speaker on Police Gay/Lesbian Liaison [Townsville, Cairns and Gold Coast]
2001	Australian Tourist Commission	Prepare written materials for Australian Tourist Commission on Police Gay/Lesbian Liaison for inclusion in Media promo & marketing packages.
2001	Australian Defence Forces	Intensive consultancy to Australian Defence Forces to assist them in establishing a Defence Forces Gay & Lesbian Liaison Officer position.

October 2000	Arizona Police Department required information & advice on lesbian recruiting strategies	Report provided on success indicators for lesbian recruiting strategy in 1997 (Inspector Choat & Sue Thompson) – Package including – Advertisements (x 2), GLLO Posters, Violence Prevention Campaigns, Mardi Gras Advertisements, 1985-1997 booklet & galpen
October 2000	Northern Territory Police Force sought advice and information on establishing Police Gay/Lesbian Liaison	Information package sent & discussion & advice provided
October 2000	Bolton Lesbian & Gay Policing Initiative sought program proposal & agenda for a study tour grant on Homophobic Hate Crimes	Study tour agenda & costing developed for 40 hour research program on hate crime.
October 2000	New Zealand Consultant to NZ Police Force sought advice on training senior & middle level police for pilot gay 7 lesbian liaison program	Eugene Moore invited to attend Gay & Lesbian Liaison Team Executive Meeting in November. Offered 3.5 hour meeting or user pays for lengthier consultation & advice.
July 2000	Australian Defence Forces Correctional Establishment requested training proposal, options and costings to support ADF in establishing gay & lesbian liaison	Training proposal, options and costings prepared and package forwarded.
June 2000	Victorian Police requested assistance in developing hate crime data collection	Advice provided - package forwarded containing COPS screen, training packages, rationale etc.
June 2000	Avon & Sommerset Constabulary Headquarters requested information package and details on training curriculum & strategies	Information package forwarded – training details yet to be provided.
February – March 2000	Channel Arté (France) requested story lines for 30 minutes documentary to air in France & Germany during the Olympic period on NSW Police Gay/Lesbian Liaison - GLLOs' Client Consultant, Mardi Gras, Hate Crimes, school homophobia lecture	Researched storylines and talent for filming & interviewing over a two-week period - prepared filming schedule and interviews.
June 2000	Australian Institute of Criminology requested assistance in jointly preparing AIC Trends and Issues Bulletin summarising our joint research paper on Gay-Hate Homicides 1989 – 1999	Bulletin jointly written and submitted for editing & review. Published June 2000 – released by Federal Minister for Justice, Amanda Vanstone.

March & November 2000	Victorian Police Service request training for the newly appointed full-time Police Gay/Lesbian Liaison Officer	Senior Constable Melinda Edwards attended and participated in GLLO Course 10 & has maintained weekly contact.
January – June 2000	Current Issues in Criminal Justice Journal requested full academic version of Gay Hate Homicide Paper	Full research paper written and presented for Academic Review. Published March 2001.
March & November 2000	South Sydney Council request training for the newly appointed full-time Gay/Lesbian Liaison Officer	Berenice Carrington attended and participated in GLLO Course 10. Ongoing advice provided to SSC on effective gay/lesbian liaison strategies.
March & November 2000	Attorney-General's Department request training for their newly appointed full-time Gay/Lesbian Policy Officer	Jacqueline Braw attended & participated in GLLO Course 10.
September – December 2000	Australian Institute of Criminology request joint research into gay-hate homicides compared to other male homicides 1989 – 1999	Research conducted, joint conference paper written and presented at Hate Crime Conference – December 2000, Sydney University.
September – November 1999	Australian Federal Police requested a training program for their new Gay & Lesbian Contact Officer Scheme and assistance to establish scheme, duties and competencies	Training course designed and National Competencies drafted by Client Consultant, GLLOs, Academy & Australian Federal Police. Course conducted in December 1999 for \$4000 – 18 officers.
July 1999	Irish Police Force (Garda) requested information & interview for feature in their Police Magazine	Information provided. In depth interview arising out of previous interview with the Irish Times in 1993.
July 1999	Fox Studios (Australia) Security Department sought training proposal and costing for staff program on non-homophobic service delivery.	Training proposal developed, costed and submitted to Fox Studios.
April 1999	Swedish Institute of Public Health invited & funded Sue Thompson to be keynote speaker at police & judiciary conference – 'Judicial & Law Enforcement Response to Gay & Lesbian Hate Crimes'.	Attend conference in Stockholm, Sweden, prepare information packages, write and present Conference Paper with supporting presentation material.
May 1999	Bedfordshire Police (UK) requested study tour and training for 2 police, arising out of Client Consultant keynote address in UK in 1997.	Constables Alistair Seddon & Peter Buckle attended Academy GLLO Course 9 + one week study & research tour with Client Consultant and GLLOs.
June 1999	Channel 4 (UK) requested assistance in outlining a four part documentary series on NSW Police Gay/Lesbian Liaison	Draft story lines prepared and forwarded

January – December 1999	Department of Corrective Services (NSW) requested expertise in utilising gay/lesbian liaison anti-violence strategies for general anti-violence strategies in prisons	Member on Department of Corrective Services Anti-Violence Committee
December 1998	Australian Centre for Lesbian and Gay Research requested Sue Thompson to design & facilitate a 'hypothetical' on the issues for young gays and lesbians and school/police/agency responses	Hypothetical designed & workshopped, speakers identified. Session facilitated at annual conference
October 1998	Tasmanian Police Force requested training and information for three officers.	Officers attended GLLO Course 8 - packages provided
August 1998	Europride invited & funded Sue Thompson as keynote speaker to Europride Conference - Stockholm, Sweden.	Paper written, supporting packages prepared – paper & workshop presented.
June 1998	South Australian Police requested 2 week study tour for new full time GLLO position.	Study tour designed, planned & facilitated. Extensive information provided to Sergeant Gary Spence.
May 1998	French Magazine L'Evenement requested 1 weeks assistance for full feature article on NSW Police Gay/Lesbian Liaison.	Interviewing & photo shoots of GLLOs on patrol, Client Consultant school lectures, gay police & policy co-ordination.
December 1997	UK National Advisory Group Policing Lesbian & Gay Communities (NAG) invited and fund Sue Thompson as keynote speaker to Annual National Conference in Brighton. Conference attended by Home Office Minister, UK & international police, councils, trainers and agencies.	Booklet written and published 'Improving Police Gay/Lesbian Relations & Targeting Hate Crimes 1985 – 1997'. Information packages sent for 300 participants. Conference presentation with presentation material nicknamed - 'Oprah Downunder'.
September 1997	Sydney Harbour Casino HR Directorate sought consultancy design of a course for security personnel.	Course designed & facilitated for Casino security officers, homophobia awareness training - \$1000 fee for service.
September 1997	Australian Federal Police – City Police Station requested training for 2 police.	Constables Wayne Severs & Sue King attended Police Academy & participated in GLLO Course 7.
September 1997	Queensland Police requested training for 2 detectives.	Officers attended Police Academy and participated in GLLO Course 7.
September 1997	Victorian Police requested training for newly appointed GLLO at Prahran Station.	Sergeant Wayne Treloar & Mark Donchi Officers attended Police Academy and participated in GLLO Course 7.

May – July 1997	Victorian Equal Opportunity Tribunal requested assistance with materials & advice to encourage VICPOL to adopt more effectively gay/lesbian liaison.	Advice provided & supporting packages forwarded.
August 1997	Western Australian Police requested assistance in establishing gay/lesbian liaison officer and in providing training for that officer.	Sergeant Lea Hughes provided with information and attended the Police Academy to participate on Course 6.
June – August 1997	Many police agencies in Australia and overseas requested information & advice on gay/lesbian recruitment advertisements & strategies.	Information & advice provided and supporting packages forwarded.
April 1997	Philippines Human Rights Commission requested report responding to questions about police attitudes to gay/lesbian issues, strategies for organisational change and full information package.	Documentation & report prepared – full supporting package forwarded.
May 1997	Royal New Zealand Police College visited for study tour on police gay/lesbian liaison and galpen.	Assistance, advice and information provided.
February – May 1997	Book editors for 'Homophobic Violence' request chapter on police response to hate crimes.	Chapter written by Sue Thompson and published in book.
November 1996 – June 1997	Western Australia Police Minister's Office requested advice and information to assist in persuading Police Service of need for gay/lesbian liaison	Advice provided and supporting information packages forwarded.
June 1996 – June 1997	Jon Cleary (Australian Author), awarded inaugural Ned Kelly Award 1995 for lifetime contribution to Australian crime fiction, Sought assistance with his latest Detective Scobie Malone novel.	Provided background & script assistance to Cleary when writing his novel <i>A Different Turf</i> exploring gay bashings, police attitudes, social prejudices, police gay liaison.
October 1995	National Seminar on Police Gay/Lesbian Liaison hosted by the NSW Police Service at Police Headquarters to assist and encourage police from other States to take up gay/lesbian liaison – attended by VICPOL, QPOL & SAPOL.	Presentation, information packages supplied and seminars conducted.
October 1995	Australian Institute of Criminology requested assistance on Steering Committee for First National Conference on Gay/Lesbian Hate Crimes	Steering Committee Member – presentation and paper delivered at Conference (Sydney University) by Sue Thompson



January 1995	New Zealand Police – Wellington District – sought assistance in establishing gay/lesbian liaison through Community Relations Co-Ordinator	Advice provided and supporting information packages and material forwarded
December 1994	Australian Violence Prevention Committee (auspiced by AIC representing Australian Heads of Government) sought submission on gay/lesbian violence prevention strategies	In depth submission to Committee resulted in Awarding of 1994 Violence Prevention Award in 1995 – prize money of \$15 000
November 1993	Liquor Administration Board sought police submission re: Mardi Gras Dance Parties at Sydney Showground or Darling Harbour	Extensively researched and detailed submission prepared and lodged with the Liquor Administration Board
June 1993	Australian Institute of Criminology sought a paper and workshop for AIC 2 <sup>nd</sup> National Conference on Violence	Paper written, presented and workshop facilitated
March 1992	New Zealand Police Commissioner sought advice on employment of gay, lesbian and transgender police	Submission and report prepared
February – July 1992	Television serials 'GP' (Ch2) and 'A Country Practice' (Ch7) sought assistance in scripts for episodes on gay bashing	Storylines were workshopped with director, scriptwriters & Client Consultant. Scripts reviewed by Consultant. Episodes aired.
January – June 1991	Department of School Education sought assistance in writing up the Homophobic Crime Prevention Workshop from Cleveland Street High as a curriculum resource for local schools. (3 day workshop run by Client Consultant in June '90 following 2 gay-hate murders)	Assisted Department by establishing a committee of trainers and curriculum staff. Workshop written into curriculum format of 6 x 1 hr sessions
January 1990 – December 1991	Police Services, community groups ministerial staff, academics, (WA VIC QLD SA TAS AFP NZ New Scotland Yard sought information & assistance on Police Gay/Lesbian Liaison. Models then established within Scotland Yard, WAPOL & VICPOL .	Extensive advice provided and information packages forwarded to respective Police Services, agencies and organisations

## 9 MILESTONE ACHIEVEMENTS

### Sue Thompson's Milestone Achievements in Police Gay/Lesbian Liaison 1990 – 2002

[Please Note: good ideas only ever become great ideas and successes with the help of others]

1. CREATING GLLO (POLICE GAY/LESBIAN LIAISON OFFICER) CONCEPT ACROSS NSW (general duties police with an added specialist role) & CLIENT CONSULTANT CONCEPT, GIVING THEM BRANDING & MAKING THEM INTO MODELS OF WORLD BEST PRACTICE studied & copied in Australia & overseas in many organisations (assisted 55 other agencies over 12 yrs) & promoted widely by media, community & conferences.
2. WINNING GOVERNMENT SUPPORT FOR A WHOLE OF GOVT FORMAL APPROACH TO GAY/LESBIAN VIOLENCE ISSUES from initial Ministerial Streetwatch Committee 1990-1994 set up by Police Minister & then the next level with NOGA (Network of Government Agencies – on reducing violence & discrimination in government services) from 2000.
3. GROUNDBREAKING RESEARCH & PUBLICATIONS EXPOSING & EDUCATING ON LEVELS OF VIOLENT VICTIMISATION AGAINST Gs & Ls - Out Of The Blue Report; Survey on Satisfaction with Police Customer Service; 10 Years Of Gay Hate Murders; The Blueprint For Improving G/L Relations In Any Context or Organisation.
4. FORMALISING & LOCKING IN THE CHANGES FOR THE FUTURE via formal policies on all sensitive & innovative issues & organisational changes (violence strategies, g/l liaison policy, Mardi Gras liaison policy, beats, GALPEN, COPS data, formal police orders & instructions, systemic change, training).
5. WIDESPREAD COMMUNITY AWARENESS CAMPAIGNS TO REDUCE HATE CRIMES & MAKE POLICE VISIBLE AS THE NEW ROLE MODELS OF TOLERANCE & SENSE (Statewide Poster Campaigns from Commissioner; Advertisements in publications: MG Guide etc; GLLO Posters & Promo items – fridge magnets, badges, coasters, stickers, cards, brochures, exhibits & displays, schools anti homophobia programs).
6. GROUNDBREAKING HIGH IMPACT CAMPAIGNS TO CREATE IMPRESSION AND EXPECTATION THAT POLICE HAVE REALLY CHANGED SUCH AS 1997 RECRUITMENT CAMPAIGNS IN GAY & LESBIAN MEDIA (repeated in 2001-2) &

UNIFORMED POLICE MARCHING IN THE MARDI GRAS PARADE AS ANNUAL CROWD FAVOURITES FROM 1998 (police bus from 1996). HIGHER COMMUNITY EXPECTATIONS REINFORCE DEMAND AND PRESSURE FOR CHANGE.

7. EMOTIONALLY POWERFUL & HEARTFELT DISPLAYS OF GOODWILL TO PROVE CREDIBILITY TO THE LESBIAN & GAY COMMUNITIES & REACH OUT IN PARTNERSHIP eg Police stalls at Mardi Gras Fair Day; Ministerial Launches of Violence Reports at Parliament House where community invited in; gay & lesbian police 'stand & identify' & other memorable moments, Police Commissioner at SGLBA Dinner; GLLOs sponsor a PLWHA Luncheon Club; Client Consultant & GLLOs attendance at key lesbian & gay community events.
8. INTERNATIONALLY RESPECTED TRAINING COURSES & PRESENTATIONS ON GAY & LESBIAN LIAISON, ORGANISATIONAL CHANGE, BETTER CUSTOMER SERVICE, CREDIBLE MARKETING TO GAYS & LESBIANS – Police Academies, Schools (public & religious; students & teachers), International Conferences, Diversity Officers, Youth Workers, Corporates (Car Dealers, Banks, Casinos, Pharmaceutical Companies ie HIV drugs).
9. FORMAL RECOGNITION OF WORK –
  - 1995 National Violence Prevention Award from Australian Heads of Govt;
  - 1999 Award For Outstanding Commitment from SGLMG;
  - 2000 NSW Premiers Award for G/L Policy Statement;
  - 2001-2002 personally selected by Department of Immigration & Multicultural Affairs as one of the 6 high profile Case Study Success Modules for the Federal Government, Australian Businesses and Corporate Partners Study in working to effectively manage community diversity;
  - 2005 Police Award for Diligent & Ethical Service;
  - Constant requests for consultancy, advice, expertise & media interviews from across the world from 1990 – 2002 then media requests again from 2012.

## Timeline Achievements and Events under Client Consultant: 1990 - 2002

# 1990

1. Sue Thompson appointed first permanent Police Gay/Lesbian Client Consultant, commenced 30 Jan 1990. Previously Fred Miller, ex MP Bligh, 1985-89 in Gay Liaison, Community Relations Branch temporary position. After Thompson's first community consultation, Police Gay/Lesbian Liaison Officers were established at 4 key local Police Stations/Patrols - with expansion to 7 in the first year.
2. Marketing and education strategy to improve police gay/lesbian relations and target anti-gay/lesbian violence which included
  - advertising campaign identifying Gay & Lesbian Liaison Officers
  - poster designed by Mardi Gras to encourage reporting to Police (gay & lesbian newspapers & magazines 'stop the bashings'). First international poster with gay community & police logos.
  - media Liaison program to educate media on anti-gay/lesbian violence and fair reporting on gay/lesbian issues
3. Consistent, visible and public police commitment on anti-gay/lesbian violence including the involvement of the Police Minister & Commissioner. Police Minister's launch of a community organisation's report "The Streetwatch Report – A Study of Violence Against Gay Men & Lesbians" created major media interest and validation of issue of anti-gay/lesbian violence.
4. Streetwatch Implementation Advisory Committee set up by the Police Minister Ted Pickering (April) under ADB Chair Steve Mark (recommended by Thompson for impartiality & effectiveness). Australia's first whole of Government and Community Committee to reduce anti-gay/lesbian violence.
5. Successful general media campaign on anti-gay/lesbian violence and police response:
  - major television, newspaper and radio coverage. Ongoing feature articles in magazines (Penthouse, GH, Rolling Stone, Good Weekend, and Spectrum) gay/lesbian press and media.
  - assistance to film and video producers for several anti-gay violence film/documentaries ('Boys on the Beat' 'Truth or Dare' 'Night Out')
6. Proposition for Mobile Police Station at Taylor Square to prevent crime, increase reporting, arrest and increase feelings of safety. Established and launched in November by AC B Gibson to encourage trust building after brutal police actions at Fred Nile Rally in October (idea suggested by Trevor Braybrook).
7. Estimated 34% increase in reports of gay bashing in Sydney District in 1990 as a result of publicity campaign and new confidence in police. Quote from Don Wetherburn ('you've caused a crime wave')
8. Oxford Street Violence Committee established where police, gay business/venues and gay/lesbian community representatives work together on street violence strategies including: Co-operation with volunteer street patrol groups who have been guided into working with police, 'Safe Place' sticker campaign, increased reporting, trialling of community based policing methods, statistical reports by police to local community
9. Cleveland St High School Anti Homophobia Workshop Initiated, designed and ran (with Shane Brown, Sth Sydney Youth Services) a major intervention at Cleveland St High School following two murders of gay men connected to the school – 10 police, 6 youth workers, 15 community members for a full week Crime Prevention Workshop on anti-gay/lesbian violence. Richard Johnson murdered 15/1/90 by students; Clevo Teacher Wayne Tonks 19/5/90.
10. Media strategy co-ordinated for Homicide Police (Det Sgt Steve McCann) re: unsolved gay murders.

# 1991

1. NSW Police Service put Police Gay/ Lesbian relations on the agenda for the Police Commissioner's Conference of Australasia and the South Pacific. Commissioner's Paper "Prejudice, A Barrier to Professionalism" (April), written by Thompson for Commissioner Avery.
2. Detailed police response to Streetwatch Committee outlining police strategies on anti-gay/lesbian violence.
3. Statewide Community Education Poster Campaign on extended use of Apprehended Violence Orders targeting usage by gays and lesbian. 'Threats of Violence – Don't Put Up With It'. (May)
4. Established Newtown and Redfern Police Gay/Lesbian Community Violence Committees (August – December)
5. \$5 000 donation by Police Regions to youth video project to deter gay bashing. Video "Truth or Dare" launched by Justice Elizabeth Evatt (10 April).
6. Australian Institute of Criminology National Conference on Crime Prevention, Adelaide (June) – Sue Thompson workshop and paper on Police Gay Lesbian Liaison.
7. Conducted a large-scale survey of violence and harassment against lesbians at the National Lesbian Conference (July)
8. Developed a close working relationship with Department of School Education to facilitate their action on anti-gay/lesbian violence –
  - (a) Crime Prevention workshop designed as crisis intervention after gay hate homicide
  - (b) Train the Trainer program designed for a High School
  - (c) Homophobia package developed for use in all schools. Six lesson plan with overheads, audio tape etc endorsed by Department and Minister
  - (d) Catholic Education Office liaison led to inclusion of homophobia in HIV/AIDS Curriculum
9. Liaison with community representatives and monitoring of police operations, orders, etc regarding large gay/lesbian community events such as Mardi Gras, dance parties, demonstrations and protests, community street patrol groups (eg Nora Savona Dykes on Bikes). Police presence also organised for public relations purposes at key events, for example Mardi Gras Fair Day, World AIDS Day.
10. Close working relationship fostered between Surry Hills Police Commander Kerry Beggs and Nora Savona's Dykes on Bikes when DoB started doing motorbike street patrol because of the high incidence of nightly bashings of gay men in the Oxford St area. The combination of having someone in Headquarters with credibility that the community trusted, powerful intelligent strategic leaders like Alf Peate and smart, cooperative, community based patrol commanders like Kerry Beggs and community leaders who were willing to work with the police made all these changes possible.
11. Extensive information and assistance to:
  - Community groups, police, Members of Parliament in Western Australia, Victoria, Queensland, South Australia, Tasmania, Federal Police (AFP), New Zealand, New Scotland Yard re: Gay/Lesbian Liaison that influenced the establishment of police gay liaison in New Scotland Yard.
  - Academics and students from Universities, Colleges, Schools, and Police Academies.

# 1992

1. Police Commissioner's public support for gay and lesbian police (Jan)
2. Senior Police Working Party on Improving Police Gay/Lesbian Relations (April). Set up by Commissioner under Dep Comm after Sue Thompson collected 52 serious complaints over 15mths about police conduct at beats and presented them to the Commissioner explaining the link between police unprofessional operations at beats and gay hate murders. Poor police conduct at beats = lack of reporting of anti gay violence at beats = bashers easily escalate to murderers when cycles of violence uninterrupted by police (see beat murders of Richard Johnson, Ross Warren, John Russell, Rattanjurathaporn, O'Shea, Flores). ACON Board Member & Secretary, David Buchanan (barrister), sat on the Committee and Beats Outreach Research Project. Developed 30 strategies, programs and initiatives.
3. Police Minister launched Interim Streetwatch Implementation Advisory Committee Report (February) & Streetwatch Report on Anti-Lesbian violence and Police Survey on Anti-Lesbian Violence at Parliament House (September).
4. Co-ordinated training strategy for Police Service on Police Gay/Lesbian Relations and Issues
  - (a) 'On The Job' Training Package – "Police Relations with Homosexual Community"
  - (b) 1 day Special Topic Seminar for 50 selected Patrol Education Officers (Feb 1993)
  - (c) Policing Issues & Practice Journal - "Dealing with Difference" for all police (Apr 1993)
  - (d) 1 day workshop for 38 Patrol Commanders (December 1992)
  - (e) 5 day training course for Police Gay/Lesbian Liaison Officers written & piloted.
5. One day workshop for 38 selected Patrol Commanders on Improving Police Gay/Lesbian Relations with beats focus – after examining inappropriate police operations at beats via patrol reports to State Commander. Endorsed by Commissioner Lauer (December).
6. Co-ordinated valuable information & reports on particular crimes leading to an organised police response to crimes occurring across Patrols or in matters of a highly sensitive nature.
  - kidnapping and robbery cases in inner City
  - blackmail case in country New south Wales
  - police impersonator case involving at least seven Patrols
  - coffee drugging case across seven patrols involving 15 reported crimes
  - Gay-Hate murders
7. International attention for New South Wales Police Gay Liaison initiatives – England (January), Italy, Germany, New Zealand (March) and Japan (December 1991).
8. Established press clippings files on anti-gay/lesbian violence as historical reference, used extensively by media, students, academics, filmmakers and researchers.
9. Assistance to TV serials with young audiences (Country Practice & GP) on gay-bashings.
10. Statewide guidelines for Community Policing Centres written.

# 1993

1. Five day Academy Training Course for Police Gay/Lesbian Liaison Officers. Designed and scripted course, presented and co-facilitated course for 36 officers to date
2. Expansion of Gay & Lesbian Liaison Officers to 55 Patrol including inner-city, metropolitan and country areas.
3. Anti-Gay/Lesbian Violence Forum held by Police Service with key senior police, government departments, local government, politicians and gay/lesbian community groups (27 April)
4. Police Service submission supports the holding of Mardi Gras Dance Parties for 18,000 people at Sydney Showground as,
  - lengthy submission to Liquor Administration Board inquiry announced by State Government (November, 1993)
5. Co-ordination of information on 19 Gay-Hate related murders since 1987
6. Contribution to passage of Homosexual Vilification legislation in November.
  - Outlaws public acts that incite hatred, serious contempt or severe ridicule of homosexuals
7. Australian Institute of Criminology 2<sup>nd</sup> National Conference on Violence. Workshop and Paper on 'Homophobic Violence – A New South Wales Police Response' (Canberra 17 June).
8. Alternative Dispute Resolution Association, First National Conference.
  - Workshop on Community Group Relations (29 October)- modelling NSW Police Gay/Lesbian Liaison
9. Assist with 5 – 20 daily phone inquiries re violence/harassment reports, complaints about Police, referrals to suitable police to ensure appropriate Police response to local level problems with significant implications eg. Bega, Wagga Wagga.

# 1994

1. Expansion of Police Gay and Lesbian Liaison Officers to 70 police Patrol with 83 officers.
2. First ever Australian Large Sample Field Survey on Anti-Gay/Lesbian Violence and Police Customer Service conducted in February 1994 via a crowd sample at Mardi Gras Fair Day, using independent interviewers contracted through Price Waterhouse Urwick.
3. 'Out of the Blue', a groundbreaking detailed statistical Report of the Survey findings was written by Sue Thompson over several months and revealed shocking victimisation rates of gay men & lesbians compared to the Sydney population and lower levels of satisfactory police customer service. Price Waterhouse Urwick (PWU) assisted with survey instrument development, administration, data crunching & independent credibility of findings).
4. Education seminar for all Police Gay & Lesbian Liaison Officers held at Sydney Police Centre Auditorium as part of continuous improvement and ongoing training for all GLLOs.
5. Formal Statement of Duties and Accountabilities (SDA) prepared in consultation with large group of GLLOs.
  - Statement submitted to Establishment Control Branch, endorsed by Assistant Commissioner Alf Peate and formally approved (SDA 1497)
6. Final Report of Streetwatch Implementation Advisory Committee, launched by Police Minister at Parliament House in June, 1994. Detailed the whole of government response to anti-gay-lesbian violence and the areas of shortfall.
7. Police and Gay/Lesbian Community Consultative Committees formally exist in Surry Hills, Newtown, Newcastle, Wollongong, Wagga Wagga and Lismore areas.
  - Informal community consultation processes exist Statewide and are compulsory components for those undertaking the Police Academy GLLO Training Course.
8. Police Academy Gay & Lesbian Liaison Officer Training Course completed by total of 50 GLLOs to date.
9. Hate Crimes Data Collection Project commenced. It examined options for effective collection of Hate Crimes data by Police.
10. Police Service Working Party on Improving Gay/Lesbian Relations was reconvened in April 1994, with representatives of GLLOs and community representatives.



# 1995

1. The Report 'Out of the Blue – A Police Survey on Violence Against Gay Men and Lesbians' by Sue Thompson Police Service & Jewley Sandroussi Price Waterhouse Urwick, was published by NSW Police and launched by the Minister at Parliament House. First Australian study into the level of victimisation of lesbians and gay men. (February)
2. Police Minister's launch of the "You Can Help Stop the Violence – Tell the Police" Campaign at Parliament House. Posters, brochures and fridge magnets were distributed Statewide as a joint Health Department and Police Service initiative.
3. The Police Service Gay/Lesbian Client Consultant (Sue Thompson) was awarded joint first prize of the 1994 Australian Violence Prevention Award for her program 'Reducing Violence, Crime and Fear in the Gay & Lesbian Communities'. Selected by the Australian Heads of Government and awarded \$15 000 prize money (joint winner with NSW Lesbian and Gay Anti-Violence Project).
4. A Commissioner's Circular on Police Operations at Beats was finalised after two years of discussion, writing and negotiation between senior police and ACON. Published in September.
5. The Australian Institute of Criminology held the First National Conference on Violence Against Lesbians and Gay Men as a result of the Police and LGAVP winning the Australian Award. The Police Service assisted in the planning of the conference, providing guest speakers (Minister Paul Whelan and the G/L Client Consultant) and sponsoring conference (October: Sydney Uni).
6. A National Seminar on Police Gay/Lesbian Liaison was held for the 2 days before the AIC Conference, by the NSW Police, for Police Service personnel from other states. It was held at Police Headquarters in October and was attended by eleven visiting police.
7. Two key announcements by the Minister during this year were:
  - Announcement and launch of the mandatory collection of the Hate Crimes Data Collections via the COPS System (October)
  - GALPEN, the Gay & Lesbian Police Employees Network, was established this year and launched by the Police Minister (October at the AIC First National Conference on GL Violence Syd Uni).
8. A Draft Police Gay/Lesbian Policy Statement and Action Plan was written and focused on violence prevention, police customer service and improving police gay/lesbian relations.
9. A Statewide consultation program with gays and lesbians was funded by the Police Service from the Violence Award prize money. Ten focus groups were organised with Significant Others & Sue Thompson to ascertain the community's expectations, experiences of Police and to enable input into the Draft Police Gay/Lesbian Policy Statement (Wollongong, Wagga Wagga etc). Consultation also

took place via the Lesbian and Gay Rural Outreach Program (Gay & Lesbian Travelling Roadshow), which was supported and attended by Sue Thompson and local Police Service personnel.

10. The Roadshow went to Dubbo on 17-18 June, Armidale on 21 – 22 October (Kevin Hume from ADB) and Wollongong on 18 November for dynamic community and local organisation seminars with good local attendance and media coverage on key issues including anti gay & lesbian violence.
11. A forum on Anti-Gay/Lesbian Violence was held by the Police Service (December) attended by over 30 police and 15 gay and lesbian representatives and government service providers.
12. Continuing school education was prioritised with a particular focus on Catholic Schools via participation in appropriate school forums.
13. An in depth article on gay and lesbian police (Brad Scanlan & Lisa Londregan) was published in the Sydney Morning Herald on 21 April 1995, story by Sandra Harvey who later became the Police Minister's Press Secretary.

# 1996

1. Police Gay and Lesbian Liaison Officers had an official entry/float in the 1996 Sydney Gay & Lesbian Mardi Gras Parade. The Police bus carried large banners 'Stop Violence Against Gays & Lesbians – Tell the Police'.
2. The Gay & Lesbian Travelling Roadshow went to Wagga Wagga 11-12 May 1996
3. First Annual 2 day Skills and Education Seminar held at the Police Academy for 60 Police Gay / Lesbian Liaison Officers (October 2-3)
4. A Police Service stall held at the Sydney Gay & Lesbian Lifestyles Expo at the Hyatt Kingsgate Hotel was staffed by PGLLOs (October)
5. Twelve PGLLOs hosted a 'People Living With HIV/AIDS' (PLWHA) Luncheon at the Exchange Hotel, serving food and co-ordinating entertainment for over 200 people living with HIV & AIDS. Sgt Terry Harvey organised the day and Su Cruikshank as the singer.
6. Official launch of the Police Gay & Lesbian Liaison Home Page on the Internet with over 8,000 page visitors since its debut in August 1995 (Sergeant Terry Harvey).
7. A Policing Issues & Practice Journal (PIPJ) article on 'Policing Implications for the Gay and Lesbian Community' was published and distributed throughout the State to all police.
8. The Department of School Education Homophobia Kit (piloted by the Police Service in 1990) was finally distributed to all public schools.
9. Formal Police endorsement was given to the Youth Violence Prevention Campaign, 'Homophobia – What are you Scared of?' (September)
10. The first Police Gay & Lesbian Liaison Officer posters were produced and distributed to police patrols and gay/lesbian community groups (October)
11. A book on Hate Crimes, 'Homophobic Violence' requested a chapter written by the Police Gay/Lesbian Client Consultant (Ms. Sue Thompson) titled 'Police Service Response to Hate Crimes' - written and published in 1997

# 1997

1. The Police Commissioner Peter Ryan attended the Mardi Gras VIP Viewing Room as a guest of the Sydney Gay & Lesbian Mardi Gras Association. (March)
2. A gay and lesbian recruiting campaign was launched in June 1997. Targeted advertisements were placed in the gay and lesbian press and received a huge amount of media coverage and support. The lesbian advert read, "Join the NSW Police Service – We guarantee you'll get sensible shoes" and for gay men, "A career opportunity for gay men that doesn't put you in a straight jacket."
3. Visiting police joined the NSW police bus in the annual Sydney Gay & Lesbian Mardi Gras Parade – United Kingdom, United States of America, Victoria and the ACT.
4. Training on gay and lesbian liaison was provided to police from Victoria, Western Australia, Queensland, ACT and Japan.
5. Assistance was given to gay/lesbian community groups and Human Rights Agencies in the Philippines.
6. Survey of Police Gay & Lesbian Liaison Officers was completed by students on placement.
7. Sue Thompson was invited and funded by the UK as the joint keynote speaker (with Jack Straw Home Secretary) to address the United Kingdom National Conference *Building Partnerships Towards Community Safety* organised by the *National Advisory Group* on Policing the Lesbian and Gay Community held in Brighton at The Dome [note Matthew Windibank, Race Relations Advisor]
  - attended by 300 participants from United Kingdom Police Forces, lesbian & gay groups, local councils etc.
8. A booklet "Improving Police Gay/Lesbian Relations and Targeting Hate Crimes Against Gays and Lesbians 1985 – 1997" was written and published by the Police Service for the Conference (known as The Purple Booklet).
9. Sue Thompson and the Police Commissioner (Ryan) attended the Gay & Lesbian Business Association dinner as keynote speakers in March 1997. The Commissioner announced that police would march in uniform in the 1998 Mardi Gras Parade and received a standing ovation
10. Further Anti Violence Campaign materials were produced to target gay and lesbian violence: brochures, fridge magnets, bumper sticker and drink coasters.
11. Sue Thompson awarded a Premier's Certificate of Achievement for Significant Improvement to Service Delivery for the Draft Police Service Gay/Lesbian Policy Statement and Action Plan.
12. 2<sup>nd</sup> Annual GLLO seminar at Goulburn Police Academy November 5-6

# 1998

1. A contingent of 30 Police personnel (28 uniformed police including 5 who were not GLLOS, 2 Admin Officers) marched for the first time in the 20<sup>th</sup> Sydney Gay & Lesbian Mardi Gras Parade to commemorate how far the Police Service has come since the first Mardi Gras in 1978 – Banner: ‘We’re Here Because We Care’. In 1978 there was a violent confrontation between Police & Marchers that lasted for several days and became a historical moment in both gay/lesbian and police history
  - Police formed up near the ‘1978ers in a symbolic juxtaposition of 1978 – 1998.
  - crowd excitement, rapturous applause, television, radio and news commentators all decreed police one of the most popular entries
  - Police Minister Whelan sent a message of support on the night via Thompson’s pager.
2. The annual police advertisement in the Sydney Gay & Lesbian Mardi Gras Guide depicted two photographs. The 1978 front page photo of the Daily Telegraph was reprinted showing Robyn Plaister being forcefully arrested and dragged by Police to a paddy wagon. Then there was a new version of the photo showing Robyn, this time embracing police in 1998. The caption read, “Who Says Time Doesn’t Heal?” Obtaining Robyn’s agreement to the 1998 re-shoot was significant as was Police approval to show the 1978 photo and “dredge up the past”. Both were essential.
3. A 78er, who was seriously assaulted by Police in cells after what would later become known as the first Mardi Gras in 1978, raised these issues formally with NSW Police. He described terrible brutality and another police officer intervening and saving his life.
4. Police Assessment Centres, responsible for recommending police promotions, included scenarios on gay/lesbian issues
5. Police Officers from South Australia, Queensland and Tasmania travelled to New South Wales and were trained by Sue Thompson in police gay/lesbian liaison strategies.
6. Celebrity doctor Kerryn Phelps and her partner, who came out as a high profile lesbian couple, spoke to Police Gay & Lesbian Liaison Officers at the NSW Police Academy about their life stories. At the same course a respected Catholic priest was an inspiring presence.
7. Europride 98 invited and funded Sue Thompson to Stockholm as a keynote speaker for the Europride Conference Program in July 1998 (followed by Gay Games meetings in Amsterdam). This led to an interview on Sweden’s most popular TV news program Rapport and to ongoing interest by the Swedish authorities in NSW police gay/lesbian liaison.
8. An extensive survey of Police Gay & Lesbian Liaison Officers was conducted, providing useful data on their reasons for becoming a GLLO, their experience in the role and problems encountered. This built upon the previous 1997 Survey.

9. A COPS Hate Crime Data Collection Trial was conducted and evaluated at Newtown Command.
10. French media sent a number of journalists and media personnel to New South Wales to research and film police gay/lesbian liaison strategies throughout 1998 and into 1999. Extensive work with L'Evenement.
11. A Geoffrey Robinson style hypothetical was presented by Sue Thompson for the Annual Conference of the Australian Centre for Lesbian and Gay Research, addressing the experience of young gays and lesbians and the pro-active ways that agencies, schools, community groups and police can assist them. Sue called it "From Here to Diversity"
12. Police Gay & Lesbian Liaison Officer assisted many schools in presentation on homophobic crime including Glebe, Fort Street, James Ruse, Frenchs Forest and Port Jackson Student Representative Council.
13. The final report on the Homosexual Advance Defence (HAD) was submitted to the Attorney General. The Police Service had significant input into the HAD Working Party for 2 years (Sue Thompson & Supt Gary Gilday), including providing a list of gay hate murders.
14. The Police Gay and Lesbian Policy Statement and Action Plan was resubmitted by Sue Thompson (June).
15. Discussions and report prepared re issues with CPEA post Royal Commission and the homophobia that has been created as a by-product.

# 1999

1. Invitation and funding for Sue Thompson as a guest of the Swedish Government National Institute of Public Health to be a keynote International speaker at a police and judiciary conference – ‘Judicial & Law Enforcement Response to Gay & Lesbian Hate Crimes’ (April). High profile television interview and segment aired on the Swedish National Broadcast Channel Evening News, Rapport (Channel 1 & 2).
2. Presented with Mardi Gras Special Award for ‘Outstanding Commitment to Gay & Lesbian Community’ (April). Ceremony attended by Assistant Commissioners Christine Nixon & Lola Scott and by several GLLOs forming an honour guard.
3. Oversight co-ordination / review of Mardi Gras Parade policing response and GLLO Marching Strategy to ensure resolution of identified problems.
4. Designed and conducted inaugural training program for Australian Federal Police Gay & Lesbian Contact Officers Scheme. Fee for service (\$4000) used to fund GLLO promotional items in 2000.
5. Major research conducted (went through 900 murders October) and paper written jointly with Australian Institute Criminology (AIC) titled ‘Comparison Between Gay Hate Related Homicides and other Male Homicides in New South Wales 1989 – 1999.’
  - Presented at National Hate Crimes Conference in December at Sydney University.
6. Preparations for establishing a Gay/Lesbian Liaison Team Executive in 2000 under an Assistant Commissioner to give formal oversight and authority on key issues. Members included Sue Thompson and nominated GLLOs.
7. Analyse findings of major survey of Police Gay/Lesbian Liaison Officers and prepare Executive Summary for Corporate Sponsor & Commissioner (findings on duties, rostering, crimes, resources, support and obstacles).
8. Research & co-ordinate story lines for proposed UK Channel 4 four part documentary series on NSW Police Gay/Lesbian Liaison.
9. National Competency Standards for Gay/Lesbian Liaison Training developed and drafted in conjunction with NSW Police Academy, Australian Federal Police and Gay & Lesbian Liaison Officers Working Party.
10. Advisory role to senior level Corrective Services Violence Committee utilising expertise in successful gay/lesbian liaison strategies.
11. Give evidence at Court in December for John Marsden’s Defamation case against Channel 7. Assistant Commissioner Christine Nixon also testified.

# 2000

1. Complete Gay & Lesbian Liaison Training Courses 8, 9 & 10, making a total of 70% of current Liaison Officers who have completed training
2. Train Gay/Lesbian Liaison staff from external agencies – Victorian Police Service, New South Wales Attorney-Generals Department & South Sydney Council
3. Research story lines and co-ordinate interviews and film schedule for 30 minute French/German documentary on New South Wales Police Gay/Lesbian Liaison program – Channel Arte’.
4. AIC & NSWPS Research on Gay-Hate Related Homicides 1989 – 1999 written in full, formal academic review and formal publication in:
  - Current Issues in Criminal Justice Journal: 36 page academic article
  - Trends & Issues in Crime & Criminal Justice Bulletin: 8 page summary
5. Gay & Lesbian Liaison Team Executive established on 15<sup>th</sup> March 2000 comprising the Corporate Sponsor (Chair), Principal Advisor (Client Consultant), Vice Chair (x 2), Executive Officers, Intelligence and Education Officers, Membership (current GLLOs) and Associate Membership.
6. Business Plan & Terms of Reference developed, 12 month agenda set.
7. Review and submit to the Commissioner’s Executive Team the Police Service Lesbian & Gay Policy Statement and Action Plan comprising policy, context, history, objectives and actions and Gay & Lesbian Liaison Officers Survey findings.
8. 2000 Gay/Lesbian Liaison Education Campaign developed and funded through fees for service from training Australian Federal Police, including Gay & Lesbian Liaison Officer Fact Sheet & GLLO Poster.
9. Gay & Lesbian Liaison Officers Models of Best Practice workshopped, designed and written for placement on Police Service Intranet site.
10. Working partnership with Community United Against Homophobic Violence Campaign of the Lesbian and Gay Anti Violence Project, funded by the Attorney-Generals Department
  - facilitate Gay & Lesbian Liaison Officer Advocacy role
  - Service representative on campaign Steering Committee
11. Release of research paper ‘Comparison Between Gay Hate Related Homicides and other Male Homicides in New South Wales 1989 – 1999’ by Justice Minister Amanda Vanstone. (August). Formally published in Mar 2001 in Current Issues in Criminal Justice Vol 12, no. 3.



12. **Gay & Lesbian Liaison Officer's Bulletin Board (GLLOSBB)** established on the Police MEMO System to provide a collection point of information on effective liaison, best practice, current issues affecting police gay/lesbian liaison, hate crime reduction, support and inspiration to GLLOs (1 October).
13. **Gay & Lesbian Liaison Officers MEMO Public Distribution List (PUDL)** established. This facilitates direct communication to every GLLO in New South Wales in a timely and supportive framework (June).
14. **Revised GLLO list to include details of training status and accreditation (including interstate police services and external agencies)**
15. **Assistance and advice to -**
  - **Bolton Lesbian & Gay Policing Initiative - hate crimes, schools etc. (October)**
  - **Arizona Police Department on recruitment of police from within the local lesbian community (October)**
  - **New Zealand Police via Full Spectrum Consulting (October – November)**
16. **New Gay & Lesbian Liaison Officers Poster** designed and released showing locations of GLLOs across New South Wales – utilising a distinctive and highly popular hologram in the word 'GLLO', featuring the colours of the rainbow flag and visually conveying the message that GLLOs are everywhere (July). Poster became famous with copies of poster sought by many international agencies.
17. **COPS Operation Name** created to establish a data collection point for the duties, function and activities undertaken by Gay & Lesbian Liaison Officers. The Operation Name, GLO2000 will negate the need to commission work product surveys and for the first time provides for a 'real time' format for analysis of the role. (November)

# 2001

1. NSW Gay/Lesbian Client Consultant and VICPOL Co-ordinator obtain VICPOL Commissioner's approval to endorse and sponsor a National Policing Body to Monitor a National Approach to Police Gay/Lesbian Liaison, as originally proposed by the NSW Client Consultant & the NSW Police Minister to the other States in 1995.
2. By 2001 other client group areas were well resourced with staffing, admin support and funds but further resources were withdrawn from the Gay and Lesbian client group area which already only had a staff number of one compared to 3 to 5 staff in other areas. They required Thompson's area fund its own anti-violence campaigns etc & that she charge Fee For Service for anything seen as not her core duties (now defined narrowly). When asked to speak on anti-violence issues and homophobia she had to charge a speaker's fee (eg Strathfield Girls High School \$100 in March, Davidson High School \$100 in March, AIDS Council of NSW for a domestic violence Forum \$250 in June, Santa Sabina College \$100 in September. Whilst it was reasonable to charge to design and run a training course for a corporation, it seemed less reasonable to charge other government agencies for speaking engagements or to train some of their people at the Police Academy in the GLLO courses.
3. NSWPS Gay/Lesbian Client Consultant designs training course & trains 18 Australian Federal Police as GLLOs (fee for service @ \$3,000) at Canberra AFP Academy.
4. Swedish Police Board sends Police Inspector to NSWPS to study gay/lesbian liaison while attending drugs conference in Queensland
5. NSWPS Gay/Lesbian Client Consultant conducts 11th GLLO Training Course Phases 1 & 2.
6. Thompson's 12<sup>th</sup> GLLO Training Course included senior personnel from Army (1), Navy (2), Qantas Pilot (1), QPOL (1), at Police Academy. Fee-for-service was charged at Navy \$500, Navy \$500, Army \$500, Army \$500, Queensland Police \$200, Qantas \$500.
7. QPOL invited and funded the NSW G/L Client Consultant to attend three high profile regional forums as the Key Note Speaker on Police Gay/Lesbian Liaison [Townsville, Cairns and Gold Coast] and agreed to provide their drafting expertise free to the NSW Police in redrafting the NSW GLLO Academy Course into competency - based training [QPOL as the Police Service with high level expertise in this National Training approach since 1996]. Thompson accompanied by Sn Cst Jo Kenworthy. Both flown to the different locations by QPOL Air Wing and wrote an entertaining draft of "Where There's a Princess There's a Way".
8. NSWPOL & VICPOL run concurrent Violence & Customer Service Pilot Surveys at gay/lesbian events to compare interstate crime trends community experiences and community expectations of the GLLOs.
9. Write training and education module on GLLO Ethics And Workplace Issues to identify and address areas of corporate risk and individual officer risk particular to the GLLO role.

10. Police Recruitment Advertisement targetting gays and lesbians to undertake policing as a career placed in Sydney Gay & Lesbian Mardi Gras Guide with distribution run of 120,000 across Australia. First lesbian & gay recruitment campaign since the widely covered, highly successful and visible campaign of 1997.
11. Co-ordinate and supervise school homophobia workshops in target schools across Sydney: Ashfield Girls' High, Turramurra High, Waverley Catholic College, Riverside Girls' High, Santa Sabina Catholic College Strathfield
12. Facilitate effective Liaison between Gay Games Committee and NSW Police to ensure successful security measures and Police GLLO profile.
13. Review and incorporate alterations to the Gay & Lesbian Liaison Policy Statement and prepare accompanying documentation for final submission to Police Executive including Marketing Plan; proposal for Client Consultant position regrading to Gr 11 -12; establishment of appropriate support and program staff (Gr 7-8, Gr 5-6)
14. Consultancy to Australian Defence Forces to assist them in establishing Defence Forces GLLO positions.
15. Liaison with NSW Ombudsman to establish a method / procedure for identifying and monitoring complaints in his system and Police complaints system based on homophobic Police conduct, behaviour, homophobic customer service (Victimisation, Harassment, Discrimination, Vilification).
16. Work closely and extensively with detectives of Taskforce Taradale (Detective Sgt Steve Page) on unsolved gay homicides from 1990s and with NSW Coroner's Court.
17. Continue approved secondary employment with Australia's only gay/lesbian specialist marketing company 'Significant Others' in training key Corporate Bodies in Effective & Credible Marketing to the Gay/Lesbian communities, addressing workplace homophobia.
18. Speaker at ACON Lesbian & Gay Domestic Violence Conference (Fee For Service) at Millenium Hotel, Sydney in June; Nowra Regional Forum.
19. Liaise & supervise discussions between Police and Under 18s G&L Dance Party to ensure protective behaviours, bona fides of volunteers and screening for Prohibited Persons.
20. Prepare written materials for Australian Tourist Commission on Police Gay/Lesbian Liaison for inclusion in Media promo & marketing packages.
21. Work closely with Hilton Cordell on a proposed 4 Part ABC TV Series on GLLOs.

22. Groundbreaking work with Dept Immigration & Multicultural Affairs and selection of the Gay & Lesbian Liaison Program (co-ordinated by the Client Consultant) to be one of 6 Case Study modules for 'Australian Businesses and Corporate Partners with Federal Government' to study Sue Thompson's work in effectively managing community diversity.
23. Approval finally obtained for the acceptance, design and making of a National Police Gay Lesbian Liaison Officer badge (copyright and qudos for NSW Police) after 6 years of careful and protracted negotiations with Police senior management.
24. High profile successful TV interviews on Gay Hate Homicides & Re-Enactment of Body over Cliff Murder at Marks Park, Tamarama in December. Interview still being shown on TV in 2005.

## **2002** (until March injury, no return to NSWPS, medical retirement 30/1/03)

1. Conduct a brunch & media session sponsored by Australian Tourism Commission with journalists from New York, Africa, Netherlands, San Francisco etc on Police Gay / Lesbian Liaison in NSW & the Gay Games 2002.
2. Structure & co-ordinate Korean film crew to film Police GLOs during Mardi Gras Season (for Australian Tourism Commission).
3. Intensive consultancy to Australian Defence Forces.
4. Ongoing Liaison with NSW Ombudsman to establish a method / procedure for identifying and monitoring complaints in his system and the Police complaints system based on homophobic Police conduct & behaviour or homophobic customer service (Victimisation, Harassment, Discrimination, Vilification).
5. Called to give expert evidence by Operation Taradale at NSW Coroner's Court for Inquest Into Unsolved Gay Murders in 1980s and 1990s previously called suicides.
6. Magnetic Police Gay / Lesbian Liaison Signs made for display on Police Vehicles in Sydney Mardi Gras Parade – after years of careful and protracted negotiations with Police senior management.
7. Police Gay & Lesbian Policy Statement & Action Plan finalised & printed after 5 years of careful negotiations with Police GLOs, Police hierarchy and Community Leaders.

## RESEARCH & PAPERS BY SUE THOMPSON

### NSW Police Service 1990 – 2003 (major pieces)

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- ***Out of The Blue a Police Survey of Violence and Harassment Against Gay Men & Lesbians***, Sandroussi J (Price Waterhouse) & Thompson S (NSW Police Service) Feb 1995, ISBN 0 7310 4913 6, pp 1-60.
- ***Comparison between Gay Hate-Related Homicides of Men & Other Male Homicides in NSW***, Mouzos J (AIC) & Thompson S (NSW Police Service), Mar 2001, in Current Issues in Criminal Justice Volume 12 Number 3, edited by Rick Sarre, University of South Australia.  
[[www.law.usyd.edu.au/~criminology/journal.htm](http://www.law.usyd.edu.au/~criminology/journal.htm)].  
<http://www.austlii.edu.au/au/journals/CICrimJust/2001/4.pdf>  
<http://www.aic.gov.au/media/2000/august/20000809.html>
- ***Gay-Hate Related Homicides; An Overview of Major Findings in NSW***, [<http://www.aic.gov.au>] Mouzos J & Thompson S, Australian Institute of Criminology, Trends & Issues in Criminal Justice No. 155 June 2000.  
<http://www.aic.gov.au/publications/current%20series/tandi/141-160/tandi155.html>
- ***Homophobic Violence A NSW Police Response 17/6/93***, Thompson S, New South Wales Police Service, a Paper presented at Second National Conference on Violence, convened by the Australian Institute of Criminology and held in Canberra, 15-18 June 1993,  
  
Download from: <http://www.aic.gov.au/conferences/ncv2/>
- ***Improving Police Gay/Lesbian Relations and Targeting Hate Crimes Against Gay Men & Lesbians [1985 to 1997]***, Thompson S, New South Wales Police, ISBN, pp 1-20, initially published as joint winning submission for Australian Violence Prevention Award 1995. Commonly referred to as “the purple booklet”
- ***Gay Hate Related Homicides In NSW 1988 – 2000***, list of victim name & details, dates, locations, offender details, injury details, gay hate indicator details, trial outcomes. Thompson S. [List available through NSW Attorney General’s Department H.A.D. Working Party].
- ***Hate Crimes Against Gays and Lesbians: The NSW Police Response***, Thompson S, in Homophobic Violence, ed Gail Mason & Stephen Tomsen, Australian Institute of Criminology, The Hawkins Press 1997.
- ***NSW Police Lesbian & Gay Policy Statement & Action Plan 2001-2005***, Thompson S, NSW Police Service, 2001.
- ***NSW Police Gay & Lesbian Liaison Program, History & Annual Achievements 1990 – 2002***, Thompson S, NSW Police Service, 2002. [Also available in summary form as GLLTeam Executive Document, 2000-2001].

#### Related Research

***Hatred, Murder and Male Honour Anti-homosexual Homicides in New South Wales, 1980–2000***, Tomsen Stephen, in Australian Institute of Criminology Research and Public Policy Series No. 43.

## DOCUMENTS, PAPERS AND INTERVIEWS BY SUE THOMPSON (after 2013) -Early Police Gay/Lesbian Liaison, Gay/Lesbian Hate Violence and Gay Hate Murders

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### Major Papers and Historical Collections

- Reports to NSW State Coroner into Dec 1988 Death of Scott Johnson – May 2011; 2<sup>nd</sup> Report to NSW State Coroner – 2014; 3<sup>rd</sup> Report to NSW State Coroner – 2016; 4<sup>th</sup> Report to NSW State Coroner - 2017
- Explanation of the List of Gay Hate Homicides to NSW Police Operation Parrabell - 2017
- The 3 Part History of Police Gay/Lesbian Liaison and Anti Gay Violence and Murders
  1. Visual History and Narrative of Police Gay/Lesbian Liaison and Annual Anti Gay Violence Campaigns 1990-2002 (800 Photos captioned, keyworded, catalogued in archival quality format; media campaigns yet to be completed)
  2. Media History of Police Gay/Lesbian Liaison and Anti Gay Violence and Murders 1989-2002: 1760 chronological media articles needing to be digitised. List of 458 Sue Thompson media interviews 1990-2002 digitised and interviews since 2013.
  3. Document and Written Word History of Police Gay/Lesbian Liaison and Anti Gay Violence and Murders: Collection of Documents and Papers

### Briefing Documents Providing Historical Information and Analysis

- Brief 1A – What is a Hate Crime v FBI Bias Crime
- Brief 1B – NSWPS & AIC Hate Crime Indicators of 1990s & early 2000s v USA & NSWPF Current Model
- Brief 2 – On the Eight Cases That NSW Police Accept as Being Gay Hate Murders
- Brief 3 – Clear Up Rates of the 1980s v 1990s
- Brief 4 – Sue Thompson Op Ed on Violence in the 1980s and 1990s & Role of Police Ministers etc

### Major TV, Film and Print Interviews

- On the Precipice, ABC Australian Story, Feb 2013
- Between a Frock and a Hard Place (the story behind Priscilla Queen of the Desert; aired 7/3/2016 ABC)
- Deep Water, The Real Story (SBS Documentary, by Blackfella Films); aired 16/10/2016  
<http://blackfellafilms.com.au/project/deep-water-the-real-story/>
- The Gay Hate Decades: 30 Unsolved Deaths (SBS Online interactive Multi platform from Oct 2016)  
<http://www.sbs.com.au/gayhatedecades/?cid=inbody%3Adeep-water-the-real-story--a-crime-documentary-that-pulls-no-punches>

## SUE THOMPSON OP ED ON THE HATE CRIMES OF THE 1980s and 90s

*Sue Thompson was for many years a world recognised expert on gay hate crimes, gay hate homicides/murders, strategies to reduce gay and lesbian hate crimes and improve police gay/lesbian relations. Her reputation was a result of her nationally and internationally respected work and achievements in the NSW Police Service from 1990 to 2002. Telling the truth about the past and the road we have travelled is the only way to move forward with honour. Sue writes.....*

I bear witness to the **undeniable epidemic** of anti gay/lesbian violence in NSW in the late 80s and 90s, to the low level of reported violence and high level of unreported violence. To suggest there was no epidemic or widespread violence because little was reported to Police is an insult to historical truth. Gays and lesbians in that era lived with violence and the real threat of it every day. Anyone who makes the most superficial enquiry will know that Police and the gay community were historical enemies dating back to homosexuality being a criminal offence in NSW from 1788 until 1984, **punishable by death until 1899 then by life imprisonment**. The result of this alienation in a society used to viewing gays as deviants and criminals was a high level of targeted hate related violence. Things did not change magically in 1984. In fact with the advent of AIDS, hate violence increased.

It was my job to bring peace between police and the gay and lesbian communities and effect organisational change in Police culture. At the end of 1989 I was appointed the NSW Police Gay/Lesbian Client Consultant in Police HQ and started in Jan 1990. From day one, I became aware that the greatest immediate problem, even more urgent than the historical hostility, was the high level of hate crimes and the almost total lack of reporting to Police. Lives were in danger, **targeted attacks were everyday reality**.

In week one a brutal murder involving 8 teenagers (many from one High School) came across my desk brought to me by **a courageous detective** who did not agree with a culture that thought gays unworthy victims. He had studied other cases called suicides in the 80s, he knew there were serial offenders. A few months later another gay murder connected to the same school came across my desk. There were others in between.

**These were dark times but there were countless shining lights** inside and outside the Police Service who wanted to make the world a better place and the NSW Police Service a professional organisation that the gay and lesbian communities would work with and could turn to for help with a reasonable expectation they'd get fair and professional service.

There were many excellent senior commissioned officers like then Executive Chief Superintendent Alf Peate, then Commander of Sydney Police District (later Region Commander, South Region) whose legacy is immeasurable, Assistant Commissioner Bruce Gibson, my first boss Superintendent John Ure who shepherded us through those early days, Supt Peter Walsh who could turn any disaster into something to laugh about and light the path to a solution, Darcey Cluff Commander Inner West who would sit on stage in a gay pub and hear criticisms and concerns and be committed to fixing them, Terry Dalton Commander of Special Branch who worked tirelessly to protect a lesbian church minister from serious harassment and intimidation from a neo nazi

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group, Jenny Choat of Recruitment Branch who shepherded through gay and lesbian targeted recruitment, Christine Nixon, Ike Ellis, Clive Small, Frank Hansen, Irene Juegens,

There were many wonderful local level Patrol Commanders (now called Local Area Commanders) like Kerry Beggs of Surry Hills, Vicki Arender at Newtown, Lola Scott (later Asst Comm) etc

There were dozens of inspiring cops who put up their hands to take on the additional role of doing Police Gay Lesbian Liaison (GLLOs) on top of their other general duties despite often facing prejudice in that role. They usually never even complained about the downside or told me about it. I guess I didn't either, we were all pretty gutsy and focused on how to fix things not complain about them. These local level cops were a joy to work with, they constantly showed through their behaviour and actions how many people of the highest calibre, who are true people people, become police for the right reasons. I am very concerned to insult anyone by leaving them out but some who spring to mind include Steve Ford, Jo Watts, Paul Baker, Sharon Holmes, Ron Gould, Terry Harvey, Jo Kenworthy, Sue Trusty, Brad Scanlan, Scott Stevenson, Lesa Londregan, Nikki Twentyman, Kylie Cronin, Adrian Gover, Lee-Anne McDonald, Bruce Mexon, Craig Raymond, Stephanie Robinson, Jackie Cairns, Trudi Crowther, Pauline Bellemore, Brad Swan, Jodie Bird, Jason Purcell, Matt O'Neil, Robert Fenech and countless others.

There were outstanding detectives who wanted to solve these crimes and stop them happening. Detectives like Steve McCann and Steve Page whose dedicated good detective work helped change the world on gay hate murders. Their work saved lives and changed policing.

So many courageous cops, senior officers and unsung heroes. Civilians who also did wonderful things like Luke Preston, Sandra Harvey, Mark Davis, Sue Netterfield, Bernard Carlon.

There were also many great community workers, leaders and activists who wanted to see change, worked well with me and generously with police to make a better future like Carole Ruthchild, Bruce Grant, Cath Phillips, Gail Hewison, Robert French, David Buchanan, Georgina Abrahams, Sand Hall, Dermot Ryan, Paul van Reyk, Sue Brooks, Ross Bennett, Dominic Hearne, Stevie Clayton, Peter Grogan, Graeme Greenhalgh. There were workers in community organisations who walked with us like Mardi Gras, ACON, PFLAG, AVP, FPA, 2010.

There were politicians like Clover Moore, Paul O'Grady. Public servants like Steve Mark ADB, Chris Puplick ADB, Kevin Hume. Key figures like John Marsden.

The gay and lesbian media kept us honest and helped us move forward and change opinions: Barbara Farrelly, Frances Rand, Martyn Goddard, Larry Galbraith.

There were occasional disasters but that was rare. This was the era of community based policing and so many decent people both within and outside the Police Service working together for the same goals.

The political will of key Police Ministers standing behind and standing up for this work made the world of difference. If not for that support, there would have been many limbs on the tree of Police Gay/Lesbian Liaison that might have fallen off and many people or officers too scared to climb out on those limbs alone. Ministers made progress possible through their political support and occasional political intervention.



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Together we were the right people, right place, right time who changed the history of gay and lesbian issues in New South Wales and impacted Australia and several parts of the world. Alf Peate was my chief ally who made so many things possible, we were like the unstoppable team. He would say "that's a great idea Susie, go off and do it and if you have a problem come back and tell me about it but I'm sure you'll be fine". Sometimes he would say "no we can't do that yet we are not ready for that but how about this instead". He had my back often more than I realised. To someone who didn't know Alf he might have looked like an old style detective but he was far from that, he had a brilliant mind, a great heart, a deep and genuine commitment to community based policing and incredibly strategic vision and a strength of personality that meant few would stand in his way. The first time I met Alf in January 1990, I had just started in Police Headquarters and he seemed familiar. At one point when he left the room I stood up and looked at his various degrees and certificates on the walls and realised that he and I had both been to UNSW law school at the same time. The bond was cemented.

There were the constant tragedies of people being bashed brutally and being murdered for no other reason apart from prejudice, hatred and the twisted way in which too many people see half-light and half-truth, sometimes none at all.

There was **widespread reluctance to report** violence knowing the likely outcome, the refusal to take reports, the victimisation of victims, the failure to investigate, the seeing victims as unworthy, the hostility, the fear of further trauma from Police homophobia. For anyone to now say there was no or little violence or none in a particular area because people did not report or Police did not take reports, keep reports, investigate reports - is misleading. Even in 1994 the Out of the Blue Report, that Police published with Price Waterhouse, showed less than 1 in 5 reported to Police.

**In the 1980s it was much worse, to report was rare.** The Police Force was well aware of this problem, it supported Violence Phone Ins run by the Anti Discrimination Board and the Gay Counselling Service in the 80s because it knew gays and lesbians did not trust Police after years of discrimination and hostility. It knew there were murders not being solved as there were few crime reports. Reporting began to change after I started in Police HQ with much support from Commissioner Avery and the Hon Ted Pickering. Pickering as Minister for Police started standing up in Parliament in 1990, revealing the extent of the violence, supporting my work for change, mobilising the support of the government and encouraging the Police Service to take action.

**From January 1990** we ran anti violence campaigns in the gay press asking people to report and giving my phone number every week. **My phone rang endlessly.** We put up groundbreaking historical anti violence Posters endorsed by Commissioner Avery in gay & lesbian venues, police stations and in government and community offices. They were covered in media stories around the world.

I was told mine was the second busiest phone number in Police HQ after the 24/7 Media Unit. In those days most gays and lesbians would only ring me. They had **no reason to yet trust police**, they had learnt not to over decades. I referred victims to the newly set up Police Gay/Lesbian Liaison Officers (GLLOs) who did that role as an add-on duty to their full time general duties police role. If there was not one in a Command, I rang the Commander and asked him/her

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to nominate a trustworthy officer who would act professionally. Sometimes they could not and dealt with the victim themselves. Police who took on the GLLO role experienced a lot of discrimination over the years, shown by written surveys we conducted and documented. Eventually we got the Police Computer System to be able to record hate crimes. That too took years of negotiating. It was another attempt to better record the high level of violence and to make local Police take notice.

It was not my role to formally take or investigate violence reports, I referred them to Police, I was never a Police Officer. Don Weatherburn, Director of NSW Bureau Crime Statistics, told me in **1990 “There is a crime wave in Sydney Police District and it’s your fault”**. I asked what he meant and he explained that reporting was up 34% and it was likely due to my campaign encouraging gays to report.

I recorded my observations and understanding of the patterns of violence to develop crime prevention strategies. I occasionally assisted with identifying repeat offenders when I could identify them through the **hundreds of victims who came first to me** and who I had to convince to talk to Police. I assisted with some homicide investigations. I conducted **extensive research in cooperation with respected external bodies** like Price Waterhouse and the Australian Institute of Criminology. In 1994 my work was awarded joint First Prize by the Australian Heads of Government for “Reducing Violence Crime & Fear in the Gay & Lesbian Communities”. My draft NSW Police Lesbian and Gay Policy received a Premier’s Commendation. I assisted Police Services around the world in addressing hate violence and improving police gay/lesbian relations.



Above left - 1995 Asst Comm Alf Peate & Sue Thompson with AVP’s Carol Ruthchild and Bruce Grant at Heads of Government National Anti Violence Annual Award Ceremony

Above right - 1990 the Hon Ted Pickering Minister for Police and Emergency Services and Sue Thompson

It was always essential for Police Ministers to intervene and ensure the right thing was done around homosexuality, hate crimes and police gay relations. If not for **successive Police Ministers driving the principles of equity, ‘even for gays’**, and intervening to force the Police Service/Force to take anti gay violence & murders seriously and treat victims professionally, we would still be in the dark ages or barely emerging from them now.

**Thank you** the Hon Peter Anderson (Labour) in 1985 for forcing the Police to first do gay liaison, so much harder for them than the other community relations roles. Thank you the courageous

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Hon Ted Pickering (Liberal) for standing up regularly in Parliament in the early 1990s condemning the violence, praising the work to reduce it. Thank you the Hon Garry West (National Party) for launching two significant reports on gay and lesbian violence at Parliament House in the mid 1990s, despite opposition. Thank you the Hon Paul Whelan (Labour) for supporting Police marching in the Mardi Gras Parade in 1998 to make a visible statement that police no longer condoned violence or were allies of bashers. Thank you the Hon Mike Gallagher (Liberal) for hearing Scott Johnson's family's 25 year plea for help in 2013, despite intense opposition. Thank you to the senior police who were awesome allies.

The first time I heard the term "white paper" I was a young student at UNSW Law School - it means to try and rewrite history and white paper over the truth. It is one of the most dangerous things to the moral foundation of a society. **Historical truth is not negotiable.** That was why in my job I formalised my work and kept records, knowing that such work is sensitive and its records potentially fragile. I opened hundreds of registered Police Gay/Lesbian Liaison Files on all my key issues so history could not be rewritten or disappear, so that the violence, organisational pitfalls and resistance and the way forward would be recorded. I **formalised Police changes** into formal policies and records so that history could remember and judge the truth.

Some of these formal records include:

1. The Out of the Blue Report that examined the disproportionately high level of violence and harassment against gays and lesbians, the lack of reporting. The Police Minister launched this Report at Parliament House in 1995.
2. Formal published research into gay hate homicides with the Australian Institute of Criminology (AIC). This formal research was not hearsay, opinions or theories. It was formal academic peer reviewed published research. It is not acceptable for a State Police Service to now try to suggest it was inaccurate because it does not now suit them. We researched 37 gay hate homicides 1989-99, identified by me and independently verified by the AIC (who removed 7 of my cases as there were insufficient records in the National Homicide Monitoring Program).
3. The first govt committee to address the hate violence in 1990 set up by the Police Minister. That Committee met for 4 years and was chaired by the Anti Discrimination Board at my request because I wanted to ensure Police did not try to obstruct the committee. It's Report was launched by the Hon Garry West at Parliament House.
4. Interventions in High Schools to target homophobia and hate crimes including murder committed by attending students.
5. A Senior Level Working Party on Improving Police Gay/Lesbian Relations, initially set up by Commissioner Lauer to deal with the serious violence happening at beats such as cliff top locations and the non-reporting which was leading to murders.

It is now time for historical truth to be honoured. **If not for ongoing intervention by Police Ministers there would likely still be an epidemic of hate crimes** against gays and lesbians. The decent, the outstanding, the committed, the genuine cops and senior officers would have too often been squashed. Courageous ministers allowed courageous cops to get on with doing courageous jobs. Without the combination the hate crimes would rarely be reported to Police. Many police would be hostile, discriminatory and unprofessional towards gays and

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lesbians, making sure they never reported crimes and stayed silent invisible victims. Occasionally an officer might bash gays themselves on or off duty. At worst some might pull aside gays and lesbians marching for justice and kick some almost to death in police cells, damaging them physically and emotionally for life. Gay men and lesbians would be regularly bashed and victimised at rates 4 and 6 times the average.

**There would still be four gay hate related murders in NSW every year.** Those in convenient locations like cliff tops would only be seen as suicides. Some bashers would get away with their repeated violent attacks until they eventually turned into murderers and **Police would never notice the spiral or where it was heading.** Most murders would be committed by young people under 25, often teenagers, wanting to kill a stranger who they assumed was gay. If the cases got to court, then lawyers would argue that the offenders were excused because of course being gay, the murdered man must have made a sexual advance and so the murder was understandable and defensible (imagine if every time a woman was propositioned she murdered the man who dared speak such a thing).

Gay and lesbian hate crimes happened everywhere, there was an epidemic. Many Sydney gay men who were victims of that violence and who did not report to Police may be unable to come forward now, they may have died in the other epidemic, the early AIDS epidemic. Some may still choose not to come forward, too scarred by policing in the 80s or embarrassed by the location of the crime. **It is foolhardy and naive to imply that if there are no police records of violence in a certain area it never happened.** This flies in the face of history, diminishes those who lived that history and those Ministers, police, public servants and community members who worked hard to change that history. Regardless of that red herring about reporting there were indeed many violence reports in the Northern Beaches area around the time of Scott Johnson's death in 1988, some offenders were repeat offenders.

There is a significant disparity in the clear up rates for gay hate homicides before 1990 and those after. Scott Johnson died in the era when gay murders were 4 times less likely to be solved by Police.

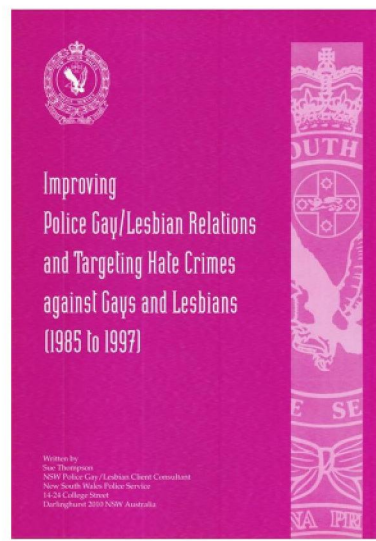
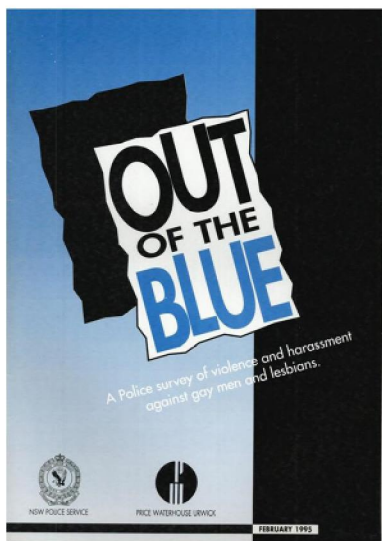
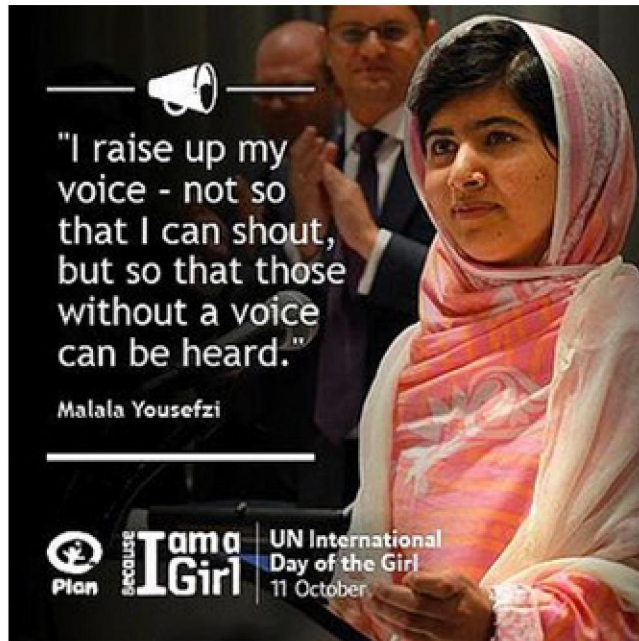
From 1980-1989 there are 15 unsolved out of a total 32 possible gay hate related ie 46% are unsolved.

From 1990-1999 there are 6 unsolved out of a total 47 possible gay hate related ie 13% are unsolved.

**The gay hate homicide clear up rate was nearly 4 times lower in the decade before formal police change began in 1990.** It is time some amends were made for that disparity, in the rare cases where it still can be. Scott Johnson's case is one such case. Everyone should be on the same side here.

To quote young girl, Malala, awarded the Nobel Peace Prize "I raise up my voice – not so that I can shout, but so that those without a voice can be heard". Sue Thompson

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Sue Thompson a lawyer by background was admitted to the NSW Bar in December 1979. From 1983 she worked in a range of government agencies where she developed investigation, policy, victimology, criminal profiling and research skills. She worked as an Investigation Officer for the NSW Ombudsman; Manager in the Department of Youth and Community Services, Coordinator Juvenile Offender Mediation and Reparation Scheme for the Attorney General's Dept, Mediator for the Community Justice Centres of the Attorney General's Department, Case Assessor for the NSW Victims of Crime Compensation Tribunal and as the NSW Police Gay/Lesbian Client Consultant.

In 1994 Sue's work in Police Service was awarded joint First Prize by the Australian Heads of Government for "Reducing Violence Crime & Fear in the Gay & Lesbian Communities". Her draft Policy on Gay/Lesbian Issues received a Premier's Certificate of Achievement. She assisted Police Services and human rights agencies in many places all over the world in addressing hate violence and improving police gay/lesbian relations.

## Sue Thompson 4th Report to Coroner on Death of Scott Johnson: Formal Response to NSW Police Report, May 2017

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### Introduction

1. This is my revised and final formal statement / report written for the 3<sup>rd</sup> Inquest into the death of Scott Johnson. I am offering my opinion to the NSW Coroner in the matter of the death of Scott Johnson. I state that I also stand by my prior Reports. They contain my truthful opinions.  
Please note my previous 3<sup>rd</sup> formal statement/report is herein amended with additional paragraphs added here for clarification at 24<sup>th</sup> May 2017.  
The changes are these additions:  
new paragraphs 81-96 (paragraph numbers thereafter effected by these additions)  
new paragraph 124.
2. No-one has asked, requested or encouraged me to write this report. I write it of my own volition because of my concern for truth, fair and proper process in matters concerning historical police gay/lesbian relations, historical anti gay/lesbian violence and the historical 'possible gay hate related or prejudice related murders/homicides'. The death of Scott Johnson and the investigation of his death is impacted on by all of these issues. In my opinion it is important to share my historical knowledge on these issues so that they might be considered by the Coroner.
3. My concern arises from my sense of responsibility as one of the few people with relevant and detailed knowledge and experience of this era as pertaining to these specific issues. They were the basis of my work as the NSW Police Gay/Lesbian Client Consultant from 1990-2002.
4. In 2011 I wrote my first opinion Report on Scott Johnson's death for the NSW Police which they submitted to the Coroner. In 2014, I wrote a second opinion Report directly to the Coroner and the Commissioner of Police, prior to the Police completing their Review Report. I intentionally wrote that before the Police completed their Report and was motivated after meeting with the Head of Homicide as I was concerned about what I perceived as an escalating and disappointing conflict that I believed to be unnecessary and hoped might be avoided.
5. I do not hold myself out as a formal court recognised expert according to some strict legal definition or criteria. My use of the term expert is as the average person would use the term, which is in relation to my lengthy experience in and extensive knowledge of these specialist issues. Although I studied Arts/Law and was admitted to the NSW Bar in Dec 1979, I am not, nor was I, a practising lawyer with knowledge of or interest in legalistic details of court practice and procedure. I do not know the strict legal criteria of the term expert in a formal court trial or hearing context.
6. I am not a legal, criminology, forensic, investigative or psychology expert. Instead, I have my knowledge, insights, learning and opinion gained through my extensive experience in a specialist area and I feel a responsibility to share that with the Coroner. Its value is as deemed relevant by the Coroner. I offer my genuine, honest,

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truthful opinions based on my experience and knowledge of these specialist issues. I offer it because of my ongoing sense of responsibility and duty to tell the truth on these issues and to ensure that the particular historical knowledge, held uniquely by me, is available where it should be.

7. Whilst I have a copy of the NSW Police Report I have not read it due to my own health issues with “incomplete quadriplegia” which caused my medical retirement in 2002. I am unable to read as to try to would be far too strenuous for me and at too high a cost in personal physical toll and recovery. This was exacerbated by its unsearchable document format.
8. I have not read the substance of the Report, however, some of its contents have been reported to me by third parties including Mick Willing, Steve Johnson, Daniel Glick and Steve Page. Some of its contents in relation to my list of ‘unsolved possible gay hate-related homicides’ were probably also indirectly touched on by John Lehmann in my discussions with him when he provided me with a copy of the *NSW Police Briefing called ‘Issue: Assessment of 30 potential ‘gay hate’ unsolved homicides by the Unsolved Homicide Team (UHT) to determine if any bias motivation existed’*.
9. Journalist Rick Feneley has sent me some comments made by Det Insp Pam Young in her Report where she questions parts of my earlier reports, my credibility and my opinions. He asked me to respond to them specifically.
10. I will address those specific parts of the Pam Young Report where I have read actual quotes pertaining to my credibility and opinions. I will address some other issues where I have relevant knowledge and experience.
11. In the past I have read transcripts from the first Inquest into Scott Johnson’s death including as I recall the evidence or statements of Doreen Cruikshank, Michael Noone and Steve Johnson. I have read the unsigned 2007 Police Report into Scott Johnson’s death. I have read some parts of the 2012 Police Report to the Coroner. I had some discussions with Michael Noone in August 2012.
12. If there are any other matters which the Coroner or Counsel Assisting the Coroner might specifically like me to address arising out of the Police Report, Scott Johnson’s death or my expertise/experience in anti gay violence and gay hate related homicides then please ask me at any time. I will not be able to attend the Court or give evidence physically at the Court but if needed am open to giving evidence at my home for a limited number of people or perhaps by some video link to the best of my abilities.
13. I would like to state categorically that I have absolutely no grudge with the Police Service, no ill – feeling or desire for conflict whatsoever. I am a bridge builder and peace maker by nature, career and reputation. For 12 years I was a loyal employee putting the police forward in the best light, helping them move forward with honour and credibility on gay and lesbian issues. It was always my advice that telling the truth

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about the errors of the past was the only way to be authentic and have credibility, otherwise the gay and lesbian community would be unmoved and suspicious at best, hostile and critical at worst.

14. I have always behaved professionally towards the Police and prefer to support their reputation where that can be done genuinely. It would have been my preference to only take with me the good memories of working with the many wonderful officers I worked with for 12 years in Police. The last thing I have ever wanted to do is be drawn into some conflict as this. I am greatly saddened and disappointed that this situation has escalated to where it is today and I still wish for resolution, peace and moving forward. There is always a way.
15. After my unexpected medical retirement, I wanted nothing more to do with the issues related to my previous job as they brought up too much grief and sadness related to my injury and massive life change in March 2002. It was only when I read of Scott's death in 2007 that I felt compelled to come forward as one of the few people with contemporaneous information and relevant expertise. I was in some dilemma and hoped that all would be resolved in a few months if I assisted Daniel Glick in how best to explain the issues of beat cliff murders to Police in reasonable language the Police might understand as I knew they had done previously in other beat cliff murders after reviewing their errors and oversights of the past.
16. Criticising the Police is not now, nor would it ever be, my first choice. When I worked at the Ombudsman's Office, the then Ombudsman George Masterman QC called me into his office one day in 1982 or thereabouts and said 'you achieve some of the best results in this office Sue but you mediate everything when you are meant to write wrong conduct reports to Parliament. I know you get fantastic results, the government departments admit their mistakes and fix their systems and the complainants are happy but you are not meant to arbitrate, that is not in our legislation. You are meant to report wrong conduct to Parliament'. I explained that I was not one to hit people over the head with a hammer when you could resolve a problem through consensus.
17. I initially wrote in my 2011 Report on Scott's Death that no blame should be laid at the feet of Police from that time in the late 1980s. I explained the historical context and hoped this would encourage Police to take responsibility themselves and more easily and honestly review Scott's case without the potential impediment of seeming to criticise still serving officer(s).
18. Mick Willing came to meet with me to advise me that Police had finished their Review Report in 2014 and that they were no closer to knowing how Scott died and that he may well have committed suicide. I was surprised and dismayed and asked him whether he genuinely held the view that Scott had not been more likely the victim of a gay hate or prejudice related murder rather than suicide or misadventure. I summarised my reasons for each. I asked him if that was his view using "balance of probabilities" not "beyond reasonable doubt". In that discussion I explained that 'I am



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very loyal to the NSW Police Service but I am more loyal to justice. If your Report comes out saying that then I am sorry but I will have to come out formally with my views and they will not agree with yours’.

19. I reached out again by writing to the Commissioner and Minister in 2014, hoping for some better outcome than was indicated.

**I state again that I was a world recognised expert on gay hate crimes, gay hate homicides/murders – see Police comment “Without verification, Ms Thompson states that she is a world recognised expert on gay hate crimes and homicides.”**

20. I did not in my previous report claim in the present tense that I **am** a world recognised expert. That does not accurately portray what I wrote in my report to NSW Police in 2011. I specifically stated that for many years I **was** a world recognised expert. That distinction goes to the substance of my comment - “I was for many years a world recognised expert on gay hate crimes, gay hate homicides/murders and strategies to reduce gay and lesbian hate crimes. My reputation was a result of my highly respected work and achievements in the NSW Police Service”. I again refer to what I said above in Paragraph 5 regarding the term expert.
21. To go further and address the current Police Force Report’s possible aspersions on my genuine historical expertise in this area I submit a document which I maintained when working in Police (***Police GLL Program, History and Achievements – 31 pages***). In 1990 I was advised by senior public servants that I must protect myself going to work in such a sensitive job in Police as there would be many who would wish I would fail and work actively towards that end. I was advised to record everything, important phone calls, all meetings, all projects etc. That was advice which I took seriously, hailing from a background in law and as an Investigation Officer in the Ombudsman’s Office. I formally opened registered police files on every issue I worked on. I kept detailed records. I was also aware that it is easy and sometimes tempting for an organisation or some within it to re-write history on sensitive issues without a formal traceable, searchable record.
22. That 31 page document is only a brief selective summary yet I trust will provide ample evidence of the international and national reputation I had on these issues, of the many areas where my expertise was sought and a timeline of my annual work and key achievements demonstrating this. When I was employed by the NSW Police, for the most part they appreciated my opinions, professionalism and impartiality and enjoyed their recognition and status achieved nationally and internationally through my achievements. I suggest it was my reputation that assisted the organisation in gaining much credibility on these issues. I am not a different person now to who I was then.

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Although I now have physical disabilities I do not have mental ones, professional or indeed moral ones.

23. I would appreciate that 31 page document being considered. I trust it provides enough context to address any 2014 Police Force comments that could be construed as innuendo that I might be imagining myself as an expert on these issues out of some sort of delusional thinking or egotistical need for recognition. I am not known for either and neither motivate me. Furthermore I have little time and wellness to waste on unnecessary conflict or drains on my limited energy. I only continue to be involved out of my genuine enduring concern for historical truth and fair process.
24. I had extensive experience over many years on gay hate violence and gay hate murders, working closely with detectives and police on these cases from day one in my job in Police Headquarters in Jan 1990 as there had been a brutal murder the week before. That experience and expertise was evidenced and demonstrated repeatedly but specifically by:
- my 458 documented media interviews on these issues from 1990-2002
  - my joint research with PWU in designing, conducting and writing the published Report known as ***Out of the Blue, A Police Survey of Violence and Harassment of Lesbians and Gay Men***
  - my formal research with the Australian Institute of Criminology and the publishing of our formal research in an academic journal, Current Issues in Criminal Justice, following rigorous, formal, academic review.

### **I have not failed to give Police information on gay hate crimes**

25. I do not know if the Police imply in their Report that I failed to give them information but given they did this in published comments in the media on two occasions, I will address this issue as it potentially also goes to my credibility.
26. In 2011 I had written my opinion in the review of Scott's case and sent it to Det Tim Wilson, he then took a statement from me and sent it to the Coroner's Court. I have never failed to give Police any information at any time. I believe in sharing information so that people and organisations can do their best and I do not believe in setting people up to fail or in sabotaging them. Ultimately I probably naively still like to think that we all are capable of being well intentioned and well meaning. I also believe that with knowledge comes the responsibility of sharing it with others. I have no desire, need, energy or physical capacity to be playing games with the NSW Police. I would much rather see them succeed as a credible, honourable organisation.

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27. In July 2013, the Unsolved Homicide Police criticised me in the media for not giving them my research and information on gay hate murders when they had actually not made any contact with me whatsoever or asked me for any information whatsoever. I am medically retired with significant injuries. Perhaps this was an attempt to discredit me and suggest that I was withholding information however I had no idea they wanted any details from me. After reading this article, I immediately reached out to them and initiated contact by emailing my list to John Lehmann on Saturday 27<sup>th</sup> July, advising him I had another spreadsheet full of details and notes but that the easiest list was my Word document.
28. An officer from Unsolved Homicide rang my mobile on Mon 29<sup>th</sup> July 2013. I responded on 30<sup>th</sup> and told her I had already emailed my list to John Lehmann on Saturday 27<sup>th</sup> July. I then emailed both my word document list of possible homicides and also my private spreadsheet list with personal comments etc to Mick Willing on 8<sup>th</sup> Aug 2013 to ensure no miscommunication.
29. Even still on 9<sup>th</sup> Aug 2013 in Goulburn Herald, I read "On the almost 30 unsolved cases cited by the former police gay liaison co-ordinator Sue Thompson and criminologist Steve Tomsen, Superintendent Willing said: "In light of your articles, we again spoke to Sue Thompson and she provided us with her information, or some information. We're still after more information from her. All of her information is being assessed in light of what we had done with the Taradale reviews". I have always been generous and uncensored in giving my information to police.

**Anti gay violence occurred anywhere, right across Sydney, with no arbitrary borders. There is an historical presumption of this violence, not the reverse. It was not then nor is it now my role to give Police names of bashing victims in order to prove violence existed, such a suggestion is ill formed.**

30. It is not nor has ever been my role to name victims in order to prove violence existed. It did, it was an epidemic, everyone in the gay community knew, police knew if they wanted to, senior Police knew, the Minister knew and spoke of it constantly in Parliament as recorded in Hansard. Parliament knew, the Government knew, the media knew. Anyone who says that without names being provided, it didn't exist needs to understand the issues about reporting to police.
31. To suggest that if there is no reporting, then there was no evidence of violence implies this 'We treated you so badly before the 90s, we bashed you in 1978 Mardi Gras and in events after, we bashed you in the Club 80 Raids, we turned you away from our Police stations when you were bleeding after being bashed. Sometimes we harassed you ourselves. We made sure you knew not to report to us because we did not care

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for the most part. And now we say because you didn't report to us, there was no violence'. That is insulting and historically inaccurate. It was the same argument back then. Many police always used that excuse.

32. That is why so much research was done – see my Out of the Blue published survey with Price Waterhouse; see published research with AIC. Any informed senior cop from that era knows the truth about that violence. I have 15 folders of media stories of the violence throughout my 12 years in HQ.
33. I do not need to name victims to know countless bashing victims existed across Sydney and in NSW. I spoke to hundreds. In the beginning they would ring me from all across NSW and even from other States, it was overwhelming. Initially most victims of gay hate crimes would not speak to police. I met regularly with the Police GLLOs. I met with gay community groups. I have the names of the murder victims not of bashing victims. I referred all bashing victims to the GLLOs or Local Commanders for investigation. I researched murders with the AIC. No-one can say bashings did not occur in an area because they were not reported. That is manipulating history.
34. I bear witness to the bashings, the lack of reporting because of Police hostility discrimination and unprofessionalism and the well known widespread lack of Police concern and / or investigation in the 80s.
35. And then there is Scott Johnson, the young man full of life and promise, someone's brother and best mate, someone's beautiful son, someone's uncle who they would never meet. He and all the victims of violence and likely victims of murder (when the victim is murdered there is no witness to testify to the violence) deserve rigorous justice not attempts to rewrite history about the 1980s, the violence, the prevalence, the widespread nature of it across Sydney and the Police institutional response to that violence.
36. It is a nonsense to name any location in Sydney and try to argue that anti gay violence did not exist there in the 80s because it was not reported to a hostile Police Service by people, identifying as part of a group, that was used to 200 years of police hostility and episodic brutality.
37. **Anti gay violence occurred anywhere where there was homophobia, prejudice, hatred and an opportunity to target someone presumed to be gay, in other words, everywhere. That is truth. History shows that this presumption of violence is what should stand.** The reverse is not rational and cannot be argued with credibility. Bashings occurred right across Sydney. There were no borders where bashings began and ended, therefore, this includes Blue Fish Point Manly and surrounds. There is no rational explanation for why it would not.
38. Similarly there were beats in every suburb, whether known to police or not. Human nature has a way of finding a way to do these sorts of things. Some were obvious and

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controversial beats, some were more hidden and secret. Many were known to certain types of teenagers who derived satisfaction, adrenalin rushes, macho bonding and peer approval in hunting out beats like children playing a game of hide and seek or a sport but with a twisted wicked ending. Never underestimate the ability of young people to find things out.

39. There was widespread fear and reluctance to ever report violence to the Police knowing the likely outcome, the refusal to take reports, the victimisation of victims of that violence, the failure to investigate, the seeing the victims as unworthy, the hostility, the open warfare. To now try to say there was no violence in the Manly area, or anywhere, because people did not report, Police did not take reports, keep reports, investigate reports is offensive to those with knowledge of and respect for history and truth. My 15 folders of media articles from 1990-2002 on this violence, my work and our Police and community anti violence strategies contain at least 1,553 pages of published articles.
40. In 2015, to single out one specific area of Sydney and say there was no violence there in 1988, because there was none recorded - is inaccurate and misleading. Even in 1994 in Sydney, the Out of the Blue Report that I wrote with Price Waterhouse, showed less than 1 in 5 reported to Police.
41. In 1988 to report was extremely rare. This began to change after Ted Pickering, then Minister for Police started standing up in Parliament in 1990, revealing the extent of the violence, supporting our work for change and demanding the Police Service be professional and take action. We ran anti violence campaigns in the gay press from Jan 1990 asking people to report and giving my phone number - my phone rang endlessly, and I was informed in one year was the busiest phone number in Police HQ after the 24/7 Media Unit.
42. The first time I heard the term "white paper" I was a student at UNSW Law School - it means to try and rewrite history, blank out the truth, white paper over it. It is one of the most dangerous things to the moral foundation of a society. Historical truth is not negotiable. The end does not justify the means. The only way forward, in my humble opinion, is by truth.

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**The Police Report says it is extraordinary that I have recently added a previously unidentified indicator of a gay hate crime and that I have “obviously written this into [my] definition of gay-hate crime with favourable bias for the belief of the Johnson family” (2429)**

43. The author of the Police Report seems to take personal offence at my genuinely held opinions, however, they remain my genuinely held opinions. As I wrote to the Coroner “the indicators of gay hate homicides from various papers that I have written and that we used in the Police Service during my time as coordinator of police gay/lesbian liaison included...”. There are two important contexts here - **“written”** and **“used”**.
44. There were two published, numerous unpublished and countless spoken versions of my list that I used. That is real life, life lived not only on paper. My versions jointly published with the Australian Institute of Criminology in 2000 and 2001 state “some of the possible indicators of a gay-hate related homicide are...”. There are two important words here - **“some”** and **“possible”**. A written word published list was never definitive or exhaustive, nor should anyone think it is.
45. Our list (AIC and NSW Police) published in 2000 includes “absence of other motive” as an indicator. **If asked to explain that I would both then and now immediately refer to the cliff murders, easily mistaken or misinterpreted as suicide.** I argued to include cliffs as a particular indicator because of their importance and an explanation in our published research but I of course respected the expert academic opinion of my joint researcher, Professor Jenny Mouzos (Cartwright) whose academic reputation depended on strict research criteria.
46. Our list next published in 2001 was a partial compromise and included a new indicator of “other indicators emerging after commonsense review of the circumstances” (which adopts a New York Police Dept term).
47. Other versions were developed for conference presentations, international keynote speeches, police training, training of judiciary overseas, powerpoint etc. What I learnt over that preceding decade about gay hate murder indicators could never be confined to bullet points on one piece of paper. As an intelligent, analytical person I have always improved and refined my explanations continually as my own understanding deepens and evolves.
48. In 1999 my Powerpoint presentations, which I have a copy of, showed that 24% of gay hate murders happened at beats. I listed cliffs as an actual weapon. I identified cliffs as the 4<sup>th</sup> most commonly used weapon after knife, hands and feet, heavy object. I did not change indicators for Scott’s case. I knew about cliffs from 1990 and their special importance.

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49. I started monitoring gay hate related murders in January 1990 in my first week in Police HQ because of a brutal murder of a gay man at a beat by teenagers from a nearby school. Det Sgt Steve McCann from Homicide rang me for help.
50. I worked closely with McCann from then. He wanted support in raising the alarm re several unsolved 1980s possible gay hate murders at beats, particularly those at cliffs called suicides. As we gained understanding of the patterns of these crimes and offenders' behaviour, we articulated the indicators so that Police would stop ignoring them and getting it so tragically wrong.
51. We examined many unsolved beat deaths at cliffs, wrongly called suicides or misadventure. I watched the crime scene video interviews with the teenagers who killed Rattanjurathaporn in 1990. I watched one say that 'the easiest thing with a cliff is just herding them over the edge'. I will never forget that interview. It made me pay attention to cliff deaths, all the way back in 1990.
52. Same with my 1990 Homophobia Workshops at Cleveland St High when the kids said 'we go to the cliffs every weekend to bash the pooftas'. The kids knew more about the special role of cliffs in gay hate crimes than police did back then and one could observe, perhaps even now.
53. It wasn't rocket science to see what was happening. McCann and I just weren't blinded by bias or prejudice, we wanted to see, we wanted the truth. It's not rocket science to look at prejudice related killings and see the patterns re locations etc.
54. **It is not hard to see a clifftop location is a definite indicator in a unique and important way. Such a murder is really the only gay hate murder (apart from certain drug overdoses or hot shots) where it is easy to not even realise it is a murder. That makes it unique and requiring of very special attention, consideration and awareness. Most other murders were/are pretty obviously murders. From 1990 cliffs were definitely on my agenda, in my mind and to me obviously the scene of far too many murders, too easily misinterpreted, overlooked or written off by police as suicides.**

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**My work expertise on beats and addressing the Police Report rejection of my opinion that many gay men would go to a beat to celebrate some good news they had just received – see Police comment “She provides John Russell and Scott as examples, but two (unproven) examples do not represent typical behaviours”.**

55. I spent 12 years dealing with beats and beat violence. I learnt, contemplated and discussed all the issues around beats continually. Firstly, because ambush murders were happening at them at alarming rates. Secondly, because they were singularly the most heated, emotional and difficult issue when training police, Police Commanders etc. Each time I trained police I had to almost wear body armour for the discussions on beats. It was legendary amongst the Police GLLOs who assisted me with training – ‘oh no here we go again, not beats, not again’. It was at times dramatic, for example when educating a large number of selected Patrol Commanders on beats in 1992 at the Sydney Police Centre as referred to in my previous reports. This took place at the request of Commissioner Lauer because of the seriousness of the complaints of police misconduct at beats and the spiral of escalating violence leading to murders: harassment and intimidation by police at beats -> beat users fear of police -> bashings not reported to police -> escalation in number and brutality of bashings -> murder.
56. It was an issue that many police felt very strongly about, to say the least. I knew a lot more about beats and why men went to them, than most people would ever know or want to know in their lifetime. I had no choice, it was a significant part of my job. I had to become an expert on beat users, police behaviour at beats and bashers’ MO at beats. It is possible that I might be one of the most impartial experts on beats. When I say “typically many gay men would go to a gay beat to celebrate some good news they had just received”, I say it because I know it to be a fact. That comment is not an unproven example. Most men never disclose that sort of sexual behaviour. Like many straight men don’t easily disclose cheating on their wives and girlfriends and especially if it means going to a beat.
57. I have always found it important in understanding beats and helping others to understand beats, to realise that beats are really about male sexuality rather than homosexuality (see further discussion below 61-67). It is useful to look at the common denominators in male behaviour rather than immediately lining up the assumed differences between straight men and gay men. In relation to the question of going to a beat to celebrate good news, the question to ask then becomes more appropriately ‘is it common or typical for men to want to have sex to celebrate some good news?’
58. There is also thrill, excitement and risk taking that can be a common or inherent part of masculinity as expressed by some men or indeed expected of men. That same drive can attract men who have sex with men to beats. For example a true story - someone



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might live next door to KKK, a previous famous men's bath/sauna house in Kensington but prefer to go to the night time beat at Bondi.

59. Also entering a gay venue, of whatever kind, whether hotel or sex on premises venue, requires varying degrees of social interaction or a confident mood, whereas a beat does not. Quick, free, anonymous, no performance anxiety, no expectations.
60. Men who go to beats (or went to beats) were men who had sex with men. The previous sociological term was MSMs. There were straight male beats in specific areas where the men adamantly identified themselves as being straight, there were quite social gay beats more about friendship than casual sex, business men favoured beats, truck driver beats, beats frequented by men shopping with their wives on Thursday nights in shopping complexes, very gay beats etc. I had to learn the fine nuances about who uses beats, beat behaviour, differences at different types of beats. I also had to be there for a lifelong friend when she discovered her husband had been going to beats for most of their marriage. She flew to Sydney to ask me as she thought I would be the only person who would not automatically condemn him, could give some explanation that might make sense of her trauma and explain the unfamiliar world of 'men who have sex with men' at beats. She was right.

**My opinion on how beats operate from my perspective gained over 12 yrs working on this complex issue that inevitably attracts much understandable ignorance, many assumptions and a good dose of prejudice.**

➤ **Beats are about male sexuality not homosexuality**

61. A significant part of my job for 12 yrs was about beats and beat violence. There was and is much prejudice and assumption about beats. I trained police on it for countless hours for countless days in endless ways. In any training of police or speaking to police it was always their priority. It always had to be dealt with first before anything else could be discussed. It was the most time consuming, controversial, emotionally charged issue for police.
62. The phenomenon of beats is often very hard to understand. Beats were an historical phenomena, in some areas they may still be. I spent countless hours and days training police about beats and dealing with their understandably emotionally charged response to them. Beats are a complex issue, a complex phenomena.
63. The most effective way I learnt to explain beats was as follows in the next 3 paragraphs.
64. Beats are about male sexuality, not about homosexuality. They speak about men not about homosexuality. Generalising - in a heterosexual context women often create a moderating influence on male sexuality.... think courting and commitment. And my

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line that really made cops understand - Sue: "imagine for a moment, if there were special locations (eg clifftops, public toilets, parks) where women were willing to have free, anonymous, quick sex - no money, no questions, no dating, no dinner, no flowers, no niceties, no commitment....what do you think would happen...the traffic queues would block Sydney!" Cops: "YEAH DEFINITELY!". Sue: "well that is what beats are. No moderating female limits, but two men both happy to have free, quick, anonymous sex. (I am not suggesting that all heterosexual men would join those queues).

65. If police behave unprofessionally at beats then they create an atmosphere where men are too scared to report violence. Without intervention opportunistic bashers escalate into murderers and some into serial killers. And that was exactly what was happening. Many deaths remain unsolved, especially those in cliff areas where the murder could be misinterpreted or ignored as a suicide.

66. Also, out of the history of male homosexuality being a criminal offence, originally punishable by death in NSW and elsewhere (and still in many countries of the world) beats were inevitable. If you were gay or bisexual or wanted male male sexual activity you had to be secret, hidden, and surreptitious or be bashed, killed, murdered, lose jobs, lose families, lose everything.

67. Initially, in training police, I was shocked when asked if there were lesbian beats. If you asked that question to a room full of lesbians back then, there would have been immediate laughter at the ridiculous misconception of it. I thought the answer would be obvious so it forced me to conceptualise and explain the obvious. Of course not, beats are not about homosexuality, they are about male sexuality.

➤ **To assist the Inquest's understanding of whether beats have fixed boundaries or rigid rules of behaviour I state my opinion that beats do not have fixed boundaries or rigid rules because of the vagaries of human nature, varying beat conditions and differing beat users day by day.**

68. Beats do not operate according to rigid predictable rules and customs. Even the question "how did the Blue Fish beat operate" is potentially a flawed question and can be unintentionally misleading and somewhat of a red herring question. The question itself is based on many assumptions. I constantly encountered those assumptions when training police about beats. Police would say "well why don't they (gay men) tell each other not to do x, y or z at beats". I would then explain that gay men do not all share the same brain and behaviours and that gay is not the same, it would be as ridiculous as saying 'well why don't married men not do x, y or z'.

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69. Many beat users would inevitably answer questions of how a particular beat worked based on their own views, opinions, experience, knowledge, assumptions. I think the best way to explain the uncertainty of such a line of questioning is to pose these questions and then hopefully realise there are no fixed reliable answers.
- How does that beat operate for a regular user at that beat?
  - For a regular beat user but not a regular at that beat?
  - For a first time user at that beat?
  - For a first time user of any beat?
  - For a rare beat user of that beat?
  - For a rare beat user of any beat?
  - For a shy and timid beat user?
  - For a happy celebratory beat user?
  - For a gay identifying beat user?
  - For a straight identifying beat user?
  - For a bisexual identifying beat user?
  - For an 'exploring who I am' beat user?
  - For someone who hates the fact that they might be gay beat user?
  - For a beat user who's been bashed before?
  - For a beat user who's never been bashed?
70. To further understand how vague and misleading is the question of how does a beat operate and how irrelevant it might be, I suggest we understand that there might be two or more distinct 'types' of beat users at a beat at the one time, interacting with each other, and that this will change each beat user's behaviour and the way the beat operates. There are too many vagaries, permutations and combinations for the question to have much value and meaning apart from interest.
71. Human beings are not robots that do pre-programmed things only in certain ways in certain spots, nor are 'gay' men or 'men who have sex with men', nor are beat users; they are not one homogenous sub species of men.
72. Gay men or men who use beats do not all know exactly how beats are meant to work according to some pre-determined, articulated, documented beat rules for different beats that are published in a Handbook that each gets upon discovering he is a gay man. I quickly discovered working in Police that human nature always finds a way, that beats existed in probably every suburb of Sydney and that desire and opportunity dictated what happened there, not rules.

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### **Suggestion of improper influence on or by Minister Mike Gallacher.**

73. Given the suggestion in the Lateline interviews between Emma Alberici and Pamela Young and Mike Gallacher and my historical knowledge I wish to state my opinion on this issue.
74. It was always essential for Police Ministers to intervene and ensure the right thing was done around homosexuality, hate crimes and police gay relations. If not for successive Police Ministers driving the principles of equity, 'even for gays', and intervening to force the Police Service/Force to take anti-gay violence and murders seriously and treat victims professionally, we would still be in the dark ages of prejudice and violence or barely emerging from them now.
75. All those who care about anti gay violence, murders and hate crimes owe a debt of gratitude to successive Police Ministers for intervening and forcing the NSW Police to address these issues.
76. The Honourable Peter Anderson (Labour) in 1985 intervened and forced the NSW Police to do gay liaison at a time when they were happy to do other community relations roles but not gay liaison. He was inspired to this after his visit to San Francisco where the police asked him what he thought was the most serious crime they faced in that area. He offered some suggestions and then was told that their most serious and common crime was violence against gays and lesbians. On his return he then addressed senior police in New South Wales and demanded that they no longer ignore gay issues and undertake gay liaison. Peter Anderson told me this himself. In 1985 Fred Miller was appointed to that casual position. He was medically retired in June 1989 and there was no replacement for some months until the gay community wrote to the next Police Minister.
77. The Honourable Ted Pickering (Liberal) then intervened and the NSW police set up a permanent full-time position of Gay Client Consultant as part of the newly-established structure of Policy, Planning and Evaluation which included, among other policy positions, program co-ordinators (addressing specific crimes of property theft, car theft, stock theft, sexual crimes etc) and Client Group Consultants to represent the interests of young people, the aged, people of non-English speaking backgrounds, the elderly and gays . I applied for and did that position for 12 years. Pickering became a strong spokesperson about the serious level of violence against gays and lesbians. He stood up regularly in Parliament in the early 1990s condemning the violence and praising my work and the work of the NSW police to reduce it (see Hansard). He was the first ever government Minister in New South Wales to launch a report on violence against gay men and lesbians, The Streetwatch Report written by the Gay and Lesbian Rights Lobby – April 1990.

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78. The Honourable Garry West (National Party) launched two significant reports on gay and lesbian violence at Parliament House in the mid 1990s, despite some intense and protracted opposition from some senior police who did not want factual information about the extent of gay and lesbian violence made public. If not for his insistent intervention the Out Of the Blue Report, a Police Survey of Violence and Harassment against Lesbians and Gay Men (Sue Thompson NSW Police Service and Jewly Sandroussi Price Waterhouse Urwick), 1995, would not have been published.
79. The Honourable Paul Whelan (Labour) supported police marching in the Mardi Gras Parade in 1998 to make a visible statement the police no longer condoned violence nor were allies of gay bashers. If not for his intervention and support at meetings with senior police and myself about this issue they would not have marched nor made the huge impact in reducing gay hate violence that this made.
80. The Honourable Mike Gallacher (Liberal), when a police constable, put his hand up to be one of the police Gay Lesbian Liaison Officers (GLLOs). In those days many GLLOs experienced significant discrimination in the workplace for merely being willing to treat gays and lesbians professionally and with respect. I well remember his excellent attitude and professionalism when I trained him to be a GLLO in my 5 day course at the Police Academy. If he had not been willing to hear Scott Johnson's family's 25 year old plea for help in 2013 then Scott Johnson's case would have remained at the bottom of a pile of 750 unsolved homicides despite his death never being investigated as a homicide at any stage. Gallacher could see that it did not make sense to put Scott Johnson's case at the bottom of that pile sorted by order of chronological receipt by Unsolved Homicide when many of the other cases in that pile would have had some degree of investigation, whether adequate or inadequate. I admire his courage as Police Minister in intervening. I say this with sensitivity and understanding for the plight of the families and friends of anyone murdered. Indeed a close friend of mine's file was also in that large pile of unsolved homicides at that time (Dr Michael Chye murdered October 1989) and I had no idea whether it would ever surface.

### **The role of Police Ministers in the larger context of NSW Police Gay/ Lesbian Liaison**

81. They were dark times in police gay/lesbian liaison until some light emerged in the mid 1980s and then 1990s and even then of course the road was far from smooth and very challenging. Changing attitudes is a long and delicate journey and sometimes newcomers to the journey understandably have no knowledge of the history that has gone before or the intensity of such times. Change is often not linear and there are highs and lows along the way and just as Commissioner Avery said in 1991 'There is still a long way yet to go'.
82. The liaison program didn't even exist until 1985 and homosexuality was a criminal offence until 1984. The history prior to that is easily inferred and well documented by historians, researchers and in the public record. There was a societal, and therefore inevitably police, culture well encapsulated in the story of Police Commissioner Delaney who as Metropolitan Superintendent of Police was quoted in 1952 as saying

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“the two greatest threats to Australian society are communism and homosexuality” (See G. Wotherspoon, *City of the Plain: history of a gay subculture*, Hale and Iremonger, Sydney, 1991, p113).

83. There were countless shining lights inside and outside the Police Service who wanted to make the world a better place and the NSW Police Service a professional organisation that the gay and lesbian communities would work with and could turn to for help with a reasonable expectation that they would get fair and professional service.
84. There were many excellent senior commissioned officers like Executive Chief Superintendent Alf Peate, then Commander of Sydney Police District (later Assistant Commissioner & Region Commander, South Region). His legacy is immeasurable and his support as an ex Detective with a brilliant mind, strategic vision and a huge commitment to community based policing made many advances possible. He championed the way, often invisibly behind the scenes, but with a forceful personality. He continually had my back and especially when the way was rocky. Other great commissioned officers including Assistant Commissioner Bruce Gibson; my first boss Superintendent John Ure who shepherded us through those early days; Supt Peter Walsh who could turn any disaster into something to laugh about and light the path to a solution; Darcey Cluff Commander Inner West who would sit on stage in a gay pub and hear criticisms and concerns and be committed to fixing them; Terry Dalton Commander of Special Branch who worked tirelessly to protect a lesbian church minister from serious harassment and intimidation from a neo nazi group; Jenny Choat of Recruitment Branch who shepherded through gay and lesbian targeted recruitment; and other exceptional ones like John Avery, Christine Nixon, Ike Ellis, Clive Small, Frank Hansen, Irene Juegens.
85. There were many wonderful local level Patrol Commanders (now called Local Area Commanders) like Chief Inspector Kerry Beggs of Surry Hills, Vicki Arender at Newtown, Lola Scott.
86. There were dozens of inspiring cops who put up their hands to take on the additional role of doing Police Gay Lesbian Liaison (Gay and Lesbian Liaison Officers GLLOs) on top of their other general duties despite quite often facing prejudice in that role. They usually never even complained about the downside or told me about it. I guess I didn't either, we were all pretty gutsy and focused on how to fix things, not complain about them. These local level cops were a joy to work with. They constantly showed, through their behaviour and actions, how many people of high calibre, who are true people people, become police for the right reasons. I am very concerned to insult anyone by leaving them out but some who spring to mind include Steve Ford, Jo Watts, Paul Baker (dec), Sharon Holmes, Ron Gould, Terry Harvey, Jo Kenworthy, Sue Trusty, Brad Scanlan, Lesa Londregan, Nikki Twentyman, Kylie Cronin, Adrian Gover, Lee-Anne McDonald, Bruce Mexon (dec), Craig Raymond, Stephanie Robinson, Jackie Cairns, Trudi Crowther, Pauline Bellemore, Robert Fenech, Brad Swan, Jodie Bird, Jason Purcell, Matt O'Neil, and countless others.
87. There were outstanding detectives who wanted to solve these crimes and stop them happening. Detectives like Steve McCann and Steve Page whose dedicated excellent

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- detective work helped change the world on gay hate murders. Their work saved lives and changed policing. Similarly David Ainsworth, Graham McNamara.
88. So many courageous cops, senior officers and unsung heroes. Civilians in Police who also did wonderful things like Luke Preston, Sandra Harvey, Mark Davis, Sue Netterfield, Bernard Carlon, Bron Steel. Civilians outside like Jackie Braw.
89. There were also many great community workers, leaders and activists who wanted to see change, worked closely with me and generously with police to make a better future like Carole Ruthchild, Bruce Grant, Cath Phillips, Gail Hewison, Robert French, Nora (Theodora) Savona, David Buchanan, Georgina Abrahams, Sand Hall, Dermot Ryan, Paul van Reyk, David McLachlan, Sue Brooks, Ross Bennett, Dominic Hearne, Stevie Clayton, Peter Grogan, Graeme Greenhalgh. There were workers in community organisations who walked many kilometres with us like Mardi Gras, ACON, PFLAG, AVP, FPA, 2010.
90. There were politicians like Clover Moore, Paul O’Grady. Public servants like Steve Mark ADB, Chris Puplick ADB, Kevin Hume. Key figures like John Marsden.
91. The gay and lesbian media kept us honest and helped us move forward and change opinions: including Barbara Farrelly, Frances Rand, Martyn Goddard, Larry Galbraith.
92. There were occasional disasters but that was rare. This was the era of community based policing and so many decent people both within and outside the Police Service working together for the same goals.
93. The political will of key Police Ministers standing behind and standing up for this work made the world of difference. If not for that support, there would have been many limbs on the tree of Police Gay/Lesbian Liaison that might have fallen off and many people or officers (junior or senior) too wary to climb out on those limbs alone. Ministers made progress possible, through their political support and occasional political intervention and strong stance. Ted Pickering’s continued stance can be read in Hansard.
94. Together we were the right people, right place, right time who changed the history of gay and lesbian issues in New South Wales and impacted Australia and several parts of the world. Alf Peate was my chief ally who made so many things possible, we were like the unstoppable team. He would say “that’s a great idea Susie, go off and do it and if you have a problem come back and tell me about it but I’m sure you’ll be fine”. Sometimes he would say “no we can’t do that yet we are not ready for that but how about this instead”. He had my back often more than I realised. To someone who didn’t know Alf he might have looked like an old style detective but he was far from that, he had a brilliant mind, a great heart, a deep and genuine commitment to community based policing and incredibly strategic vision and a strength of personality that meant few would stand in his way. The first time I met Alf in January 1990, I had just started in Police Headquarters and he seemed familiar. At one point when he left the room I stood up and looked at his various degrees and certificates on the walls and realised that he and I had both been to UNSW law school at the same time. The bond was cemented.

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95. There were the constant tragedies of people being bashed brutally and being murdered for no other reason apart from prejudice, hatred and the twisted way in which too many people see half-light and half-truth, sometimes none at all.

96. It is in the context above that I said in my previous report to the coroner at paragraphs 81 and 82:

“If not for ongoing intervention by NSW Police Ministers there would still be an epidemic of hate crimes against gays and lesbians and many of the changes in society that we now take for granted in this country would not have actually happened. The crimes would still rarely be reported to Police. Many police would still be hostile, discriminatory and unprofessional towards gays and lesbians, making sure they never reported crimes and stayed silent invisible victims. Occasionally an officer might bash gays themselves on or off duty. At worst some might pull aside gays and lesbians marching for justice and kick some almost to death in police cells, damaging them physically and emotionally for life. Gay men and lesbians would be regularly bashed and victimised at rates 4 and 6 times the average (Out Of the Blue Survey).

If not for ongoing intervention by NSW Police Ministers there would still be approximately four gay hate related murders in NSW every year. Those convenient locations like clifftops would only be seen as suicides. Some bashers would get away with their repeated violent attacks until they eventually turned into murderers and police would never notice the spiral or where it was heading. Most murders would be committed by young people under 25, often teenagers, wanting to kill a stranger who they assumed was gay because of where they were, how they looked or what they wore.”

On reflection, I feel that those two original paragraphs failed to acknowledge the support given by the many police officers who echoed the views of the Police Ministers and enthusiastically supported their efforts. For that reason I have expanded on my views to recognise those police, many by name but many more un-named, without changing my beliefs about the importance of the Police Ministers in progressing this issue. In doing so, it is also essential to acknowledge the role of so many outside the Police Service.

### **My statement that John Russell was found 'clutching' hair – Police comment that I had misrepresented the facts.**

97. I am not, nor was I ever, nor did I ever want to be, a police officer or a detective, that sort of crime scene evidence and forensic analysis is their role and expertise. I examined the patterns of these crimes; researched; did situation/issue analysis problem solving and policy development and implementation; analysis; organisational change; violence prevention; community relations; bridge building; peace making;



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liaison; getting people to report violence to Police; co-ordinating info on crimes when police had no idea there were patterns happening and then handing that over via Senior Police for proper investigation eg serial crimes of the 90s (police impersonator, gay club pick up - drugging - robbing cases) etc. I think Pam Young was confused about my role.

98. I do not and did not read crime reports. I worked at the NSW Victims of Crime Compensation Tribunal for 2 years prior to joining NSW Police and read violence all day every day, police reports, medical reports, autopsy reports, crime scene photos, coroner's reports, psychologist reports and I resolved that I would never do that again. I was initially shocked when I went to Police that again violence would be such a major part of my job.

99. 'Clutching' was the term I heard used at various times and to my recollection also by police, apparently loosely. Perhaps it was used intentionally for media purposes to bring fear to the potential offender, perhaps I misunderstood it. I have historical media coverage of that case, but it is not to hand at this time.

100. I repeated the term I believe I had heard. My concern was that someone else's hair was on John Russell's hand. It is for Coroners, pathologists, police and lawyers to argue about the import of where it was, the meaning of it and why it went missing.

101. Saying I misrepresented this issue implies I engaged in some deceptive or misleading conduct, which I did not.

### **Hate crimes and narrowing of 'possible gay hate murder/homicide' definition. Relevance of the FBI Uniform Hate Crime Reporting Model to NSW and the problems of retrospective application.**

102. I have observed that the model the NSW Police Force currently uses to assess whether they think a murder is a possible gay hate-related murder is far narrower than it once was. It is probably inevitable that this significantly influences their view on Scott Johnson's death. Their adoption of the FBI Bias Crime model and retrospective application has meant far fewer homicide cases would now ever be recorded as possible gay hate murders or homicides. The FBI bias code is far from universally accepted for identifying these types of crimes for police investigative purposes. It is very narrow and is historically more about flagging domestic terrorism and hate groups that threaten homeland security.

103. I have a different view on the value of using the FBI model for possible gay hate/prejudice related murders. I believe that model is intended to ensure national

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uniform crime reporting in a very different country where there are a vast number of jurisdictions with elected and appointed police and law enforcement officials. Ensuring uniform crime reporting is a very different goal to assisting local operational police in identifying, understanding and solving these types of murders.

104. A hate crime means something quite different whether it is for the general purpose of gathering police intelligence to identify and investigate, prevent and reduce such crimes or alternatively for the specialised purpose of national crime analysis or evidentiary purposes such as for court where for example an additional or “enhanced sentence” may be imposed on an offender for an “aggravated offence” or “aggravating factor”. A hate crime, identified for the broader purpose of operational policing including gathering relevant intelligence and identifying patterns of violence, is one where there are indicators that the crime was targeted ie it was partly bias or prejudice – related. It is important to capture all relevant information rather than rule it out by narrow definition. In the case of homicide this is very important as the primary witness has been killed and cannot assist with the accurate identification and recording of the crime.

105. In my job I collected information on likely gay hate related homicides as a result of early work with homicide detective, Det Sgt Steve McCann, who identified links between several of the murders. That work was continued with Det Sgt Steve Page. It is the shared opinion of myself, Prof Stephen Tomsen (leading international expert on anti gay violence and homicide patterns) and Peter Rolfe (President, Support After Murder) after conducting a conservative review of the homicide lists, that there remain at least 21 unsolved anti gay killings from the 23 year period of 1976-1999 with another 10 (\*typo corrected 5/11/18, original said “2”, should have been “10”) cases requiring further examination. 6 unsolved from 90s, 12 unsolved from 80s, 3 from late 70s (brief review). There are inevitably other cases not yet identified or ruled out in our conservative review due to lack of information to hand. We identified 12 unsolved out of 27 solved\* in the 1980s (ie 44% unsolved) and in 1990s 6 unsolved out of 45 solved\* (13% unsolved).

*[solved\* means where police investigation identified a possible offender, however, in some cases that alleged offender might have been found not guilty or the case no billed].*

106. At last public comment, the NSW Police accept only 8 of those unsolved cases as satisfying their current criteria of gay hate homicide (**8 unsolved over 23 year period**).

107. If today’s police were totally free to apply their now favoured classification method to those 8 cases as well, and were not confined by the history of their own officers or the Coroner publicly recording them as anti gay crimes, then I believe they would now likely only accept one case, Slater, from 1980. In that case, witnesses went on record about the arrested man’s actual spoken intentions that night and his history of having sex with men then bashing them. Only such inarguable, and very rare, evidence would be likely to make police now identify a case as ‘anti gay’ or ‘possible gay hate/prejudice related’. To summarise:

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- Richard Slater, Newcastle, 1980 – witnesses came forward spelling out the gay hate motive & history and it was recorded in evidence
- Giles Mattaini, Bondi, 1985 – Det Sgt Page (in Taradale) & Coroner Milledge
- Raymond Keam, Randwick, 1987 – Det Sgt McCann
- William Allen, Alexandria, 1988 – Det Sgt McCann
- Ross Warren, Bondi, 1989 – Det Sgt McCann, Det Sgt Page, Coroner
- John Russell, Bondi, 1989 – Det Sgt McCann, Det Sgt Page, Coroner
- Cyril Olsen, Rushcutters Bay, 1992 – Police at time discussed case with Thompson & recorded it as gay bashing. Media articles recently used.
- Crispin Dye, Darlinghurst, 1993 – Police at time discussed case with Thompson & reported it as gay bashing in media. Media articles recently used.

108. There are other murder cases where the NSW Police in the past publicly identified them in the media as being gay hate related but I do not have those extensive media articles to hand in any searchable form at this time.

109. My joint research with the Federal Government's Australian Institute of Criminology (AIC) *Gay-Hate Related Homicides: An Overview of Major Findings in New South Wales* had a strict narrow definition as these were not cases identified for police purposes (investigation, patterning and prevention) but for formal homicide research (more akin to uniform crime reporting). Our definition was a homicide where "the victim may have been gay or perceived to be gay and the offender's actions motivated to some significant degree by prejudice or homophobia". The AIC required each case to be independently verified by the NHMP data (National Homicide Monitoring Program) before it could be included in the research. 7 cases were removed for insufficient independent NHMP evidence. 37 cases were verified from 1989-1999 and then researched. This included 29 solved cases and **8 unsolved over a 10 year period**.

110. If Australia's then peak criminology research body verified 8 unsolved in a 10 year period then we can assume there are many more than the 8 police now accept over a 23 year period.

111. If less deaths are identified early on as being possible anti gay murders then inevitably less will be solved. If cases are misunderstood as suicides and misadventure then crucial information can be lost. If they are incorrectly deemed to be suicides or misadventure then they will never even be assessed under the FBI criteria.

112. The collection of intelligence and information on anti gay killings/possible gay hate-related murders needs to be smart enough to capture all relevant cases so that police can detect and intervene in patterns of violence. This is about interrupting cycles of anti gay violence so that they do not escalate to murders. Targetted crime prevention and crime reduction strategies can then be utilised. This is especially important given the historical occurrence of serial offending in these crimes. Undetected serial

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offenders can easily escalate from bashers to killers over a period of time without early police intervention. This is the danger with all crimes of hate and prejudice.

113. This is not about strict FBI Uniform Crime Reporting bias codes, identification that must be used carefully and done “prudently” “only if investigation reveals sufficient objective facts” because it brings with it a greater penalty or gaol sentence or is for purposes of National Monitoring of social problems or domestic terrorism.  
<http://www.fbi.gov/about-us/cjis/ucr/hate-crime-data-collection-guidelines-and-training-manual.pdf>.  
“Due to the difficulty of ascertaining the offender’s subjective motivation, bias is to be reported *only if* investigation reveals sufficient objective facts to lead a reasonable and prudent person to conclude that the offender’s actions were motivated, in whole or in part, by bias. The specific types of bias to be reported, along with their UCR bias codes, are listed”.
114. This is not about court or evidentiary standards of ‘beyond reasonable doubt’ or ‘on balance of probabilities’ or about being prudent as the FBI calls it. It is about Police otherwise not making links, identifying crimes, identifying repeat offenders and responding. It is important to remember that many gay hate related murders were committed in the past by groups of young people who personally told detectives that they had committed dozens, and some said hundreds, of bashings prior to the murder.
115. The definition should be wide enough to identify problem locations, times and perpetrators. If the definition is narrow then police will not be collecting the information needed to protect vulnerable groups targeted by bias and prejudice like GLBTI ie the same old problem continues and history repeats itself.
116. It is about whether there is some indication that the crime was motivated wholly or partly by bias, hate, prejudice, discrimination. If a narrow definition is used to flag crimes in the investigation phase then too many are missed, as history has shown. The FBI classification will sometimes only be satisfied when the offender is in custody and their motivation tested or their intentions proved by a written or heard hate message.
117. It makes no sense for Police to now retrospectively apply a strict FBI code, designed for uniform crime reporting and not for operational police investigations of possible hate crimes, to old possible anti gay murders. To now look for FBI type “sufficient objective facts” with a “prudent person” test to a time 20-40 years ago when police themselves were often incapable of recording truly objective facts about the deaths of gay men, is questionable. Furthermore the cases from 1989-99 have already been tested and verified by the preeminent Australian Institute of Criminology. It is too late to credibly rewrite history.
118. Any narrowing of definition is not what the community needs for the purpose of crime investigation, reduction and prevention or telling the truth about history. With such a serious prejudice related crime as murder, crime prevention should be the common purpose shared by the community and the police. All relevant cases should

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be identified and recorded in order to intervene, apprehend, understand patterns, prevent further cases and solve unsolved cases.

119. As the UK Law Commission's Commissioner for Criminal Law said in a report reviewing hate crimes in May 2014 "the police and CPS may "flag" offences as hate crimes but they adopt a much less stringent test (based on perception not proof)". It is basic common sense that Police records in these cases should be about flagging, not about only flagging what can be proved. Use uniform crime reporting strict definitions for national monitoring if necessary but it is not useful in the operational investigation and solving of crimes. It has been often said that "an assumption is the death of a good investigation".

120. We will never know the true number of anti gay murders at beats that were classified as suicides or misadventure. Neither my research nor Professor Stephen Tomsen's looked at these cases. The beat cliff deaths were still largely invisible to police until Operation Taradale's work 2000-2002 headed by Det Sgt Steve Page. He provided an extensive Police Report to the Coroner in 2003. Coroner Jacqueline Milledge supported his findings and in 2005 handed down her critical report into previous Police investigations.

### **Time to make amends for the tragic clear up rates for possible gay hate related homicides of the 1980s compared to the 1990s.**

121. There is a significant disparity in the clear up rates for gay hate homicides before 1990 and those after (note definition for clear up/solved explained at Para 91). Many men, including Scott Johnson, died in very questionable circumstances in the tragic decade when gay murders were 3 ½ times less likely to be solved by police.

- From 1980-1989 there are **12 unsolved** out of a total 27 anti gay related homicides ie 44% remain unsolved (ie clear up = 56%)
- From 1990-1999 there are **6 unsolved** out of a total 45 anti gay hate related ie 13% remain unsolved (ie clear up = 87%)
- There are at least 3 cases that remain unsolved from the late 70s but this era has not been studied.

122. The percentage of unsolved anti gay homicides was more than 3 times higher in the ten year period before Jan 1990 when the NSW Police embarked on a formal program to improve police gay/lesbian relations. From that time I began monitoring the cases with a strong resolve to reduce the violence and murders. I encouraged reporting of violence, worked with detectives, set up GLLOs, was publicly supported in the media by Ted Pickering as the Minister who publicly condemned the violence. Highly

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respected senior police like then Chief Supt Alf Peate, Supt Darcy Cluff, Supt Ike Ellis stood strongly behind a widespread strategic program for change including work in schools. This can also be said as: The gay hate homicide clear up rate was more than 3 times lower in the decade before Jan 1990.

123. It is my opinion that it is time amends were made for that disparity, in the rare cases where it still can be. I believe Scott Johnson's case is one such case.

124. In conclusion: I cannot comment factually on the investigations currently being undertaken into possible 'gay hate related deaths' or 'anti gay related deaths' (ie suspicious deaths of gay men or men perceived by offenders to be gay, where the motive may possibly be gay hate related or anti gay related). Quite rightly, I am not privy to the details or scope of those investigations, however I would hope and expect that they are thorough and far-reaching. I have no reason to doubt that genuine efforts are being made to determine the causes and motivations behind the many tragic, unexplained, suspicious gay or gay hate related deaths and that the investigations are being approached in a thorough, truth-seeking manner. In view of suggestions that I am questioning the current police investigations I should make it clear that I am not qualified, nor do I claim to be qualified, to question or critique the current investigations.

My overall conclusions about whether particular deaths were more likely to have been suicide or murder may differ from those of the investigators, but those differences are based on my extremely detailed understanding of gay hate crimes during the 1990s, based on first-hand involvement and research during that volatile period and with examination at that time into similar crimes in the 1980s. In expressing any such difference of opinion I do so without in any way questioning the probity of the police investigation. I also reiterate strongly that I am not attempting to influence the outcome of this specific inquest into the death of Scott Johnson. My only wish is to assist the Coroner by offering my direct experience and in depth understanding of gay-hate crime in the era of his death and to complement other direct and indirect evidence that may be relevant to this inquest.

This is my formal report.

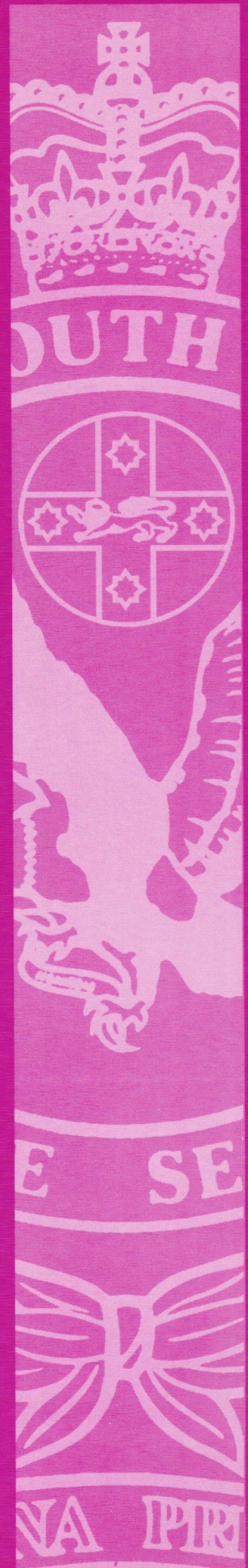
Sue Thompson  
24 May 2017

Report amended with additional paragraphs added 24<sup>th</sup> May 2017 for clarification:  
paragraph 1 amended;  
new paragraphs 81-96 added; (this impacts paragraph numbering thereafter) and  
new paragraph 124 added.



# Improving Police Gay/Lesbian Relations and Targeting Hate Crimes against Gays and Lesbians (1985 to 1997)

Written by  
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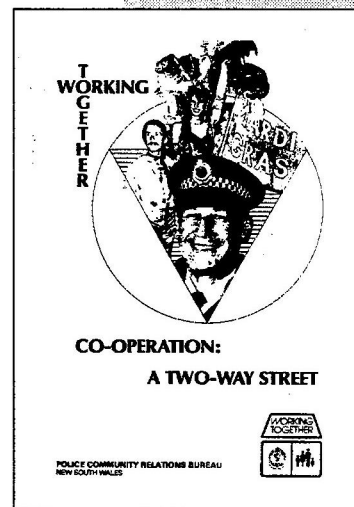
## IMPROVING POLICE GAY/LESBIAN RELATIONS AND TARGETING HATE CRIMES AGAINST LESBIANS AND GAY MEN

The NSW Police Service formalised its commitment to improving Police gay/lesbian relations and to acknowledging violence against gays and lesbians in 1985, when it established the first full-time civilian Police Gay/Lesbian Liaison Officer in Police Headquarters and the first Police/Anti-Discrimination Board/Gay Counselling Service Phone-In Violence Survey on Gay Violence. The Minister for Police had given his written support for this liaison in 1984 and the NSW Premier had announced soon after that the Police Service would establish a Gay Liaison Unit within the newly created Police Community Relations Bureau. A year later the first Gay Community Relations Coordinator was appointed and a new era in police gay/lesbian relations commenced in NSW.

The clear shift in public policy at that time was brought about because of a range of influences, including :- the renaming of the then NSW Police Force into the Police Service and its reorientation towards service delivery and improved community relations or what is now called community-based policing; pressure from what was becoming a well-organised gay and lesbian community willing to articulate its needs and to identify discrimination and violence; a shift in government policy under a Labour Government including an acknowledgment of the special needs of different community groups; a legislative base for protecting those needs via the Anti-Discrimination Act including its 1982 amendment to cover homosexuality; the decriminalisation of homosexuality in 1984 and the establishment of the Anti-Discrimination Board Gay Consultation in late 1983 which was to become a voice for change in police gay relations.

In the preceding 200 years police gay/lesbian relations in NSW were far from cooperative and harmonious. Male homosexual activity was a criminal offence, punished by the death penalty until 1839 and then by other criminal sanctions. During this era police arrested men who engaged in homosexual behaviour and laid charges which often resulted in lengthy imprisonment and a range of devastating consequences including loss of employment and reputation and rejection by family and friends. The gay historian, French, 1995, details stories from this era of police gay/lesbian relations which clarify the level of mistrust and hostility.

Another important influence on this era was the fact that homosexuality was officially viewed as a psychiatric disorder and as an illness or sickness, with many gay men and lesbians being incarcerated in psychiatric institutions and administered severe treatments such as electric shock therapy and aversion therapy. While homosexuality was removed from the list of psychiatric disorders in 1975 and decriminalised in NSW as recently as 1984, the effects of this history are still felt today in terms of widespread prejudice, discrimination, violence and harassment against gay men and lesbians. Prior to 1984 it could be said that at best police were complacent about violence against gays and lesbians and at worst may have participated in incidents of violence and harassment themselves. Newspaper articles from the early 80s contain documentation of allegations of Police assaults on gay men.



With community relations and community-based policing identified as key organisational issues in the NSW Police Service from 1984, full-time positions were established in the then Police Headquarters Community Relations Branch targeting groups in need of improved police community relations. Full-time liaison officers were appointed for Aboriginal, Ethnic and Youth Liaison, and in 1985 for Gay Community Relations as it was then called. This change in public policy in NSW and the allocation of police resources created an environment in which the Police Service could recognise and respond to hate crimes against gays and lesbians and the systemic targeting of the gay and lesbian communities. The types of incidents which may be termed hate-crimes against gays and lesbians include verbal abuse and harassment, gay bashing, lesbian bashing, neighbourhood violence/threats/harassment, gay hate-related murders, demanding money with menaces at public toilets, blackmail, robbery, drugging, domestic violence (involving previous heterosexual partners or family reprisals upon discovering a family member's homosexuality) and sexual assault.



Hate violence against gay men and lesbians is not confined to NSW or to inner city locations. While it may be more concentrated and visible in the inner city it is a city, suburban and rural problem. Of the 32 gay-hate related killings in NSW since 1990, eleven men have been killed in Sydney city, fourteen in suburban Sydney and seven in non-metropolitan or rural locations. This violence and harassment affects the individuals it is perpetrated upon, their families and friends, the gay and lesbian communities who experience the trauma of being a targeted and victimised group in society and the wider community which becomes further diseased

by the perpetration of any violence.

Out of the Blue, A Police Survey of Violence and Harassment Against Gay Men and Lesbians was launched at NSW Parliament House in February, 1995, and is the first Australian study to examine the level of victimisation of lesbians and gay men and its affect on their lives. This independently administered population survey confirmed what the NSW Police Service had been acknowledging since 1990, that gays and lesbians appear to experience significantly disproportionate levels of violence and harassment with many being targeted in hate-crime attacks. Lesbians in the sample group were at least 6 times more likely than other Sydney women to experience a physical assault in a 12 month period. Gay men in the sample group were at least four times more likely than other Sydney men to experience a physical assault in a 12 month period. The great majority of these incidents were hate-related and a very small percent involved robbery. Half of those surveyed experienced verbal abuse or harassment in the last 12 months and a third had experienced multiple victimisation with three or more incidents occurring in that time.

The Survey contains other key findings for informing public policy such as the equal level of victimisation of lesbians and gay men, the extremely high level of fear of violence amongst gays and lesbians as compared to the general community and the high level of behaviour modification in an attempt to avoid violence and harassment.

The NSW Police Service response to this hate crime is based on a recognition of the need to overcome the previous police complacency towards this violence and the historical legacy arising out of 200 years of legislative and psychiatric characterisation of homosexuality as a crime and a psychiatric illness. The Police Service itself having intervened in the private lives of gay men and lesbians for over 200 years, recognises that it must now foster and promote a partnership of cooperation and understanding with the gay and lesbian communities. It is formally committed to the continuous improvement of police gay/lesbian relations and to the provision of customer service to gay men and lesbians which is appropriate and responsive to their needs, based on professionalism, cooperation and understanding and which reduces violence, crime and fear in the gay and lesbian communities.

Since 1990 the NSW Police Service has demonstrated an extensive change in its willingness to respond seriously to the victimisation of lesbians and gay men. It has implemented a strategic response to anti-gay/lesbian violence and harassment and improving Police gay/lesbian relations. This response has a dual focus and relies on both a corporate/strategic approach and a local/operational response. The work of the NSW Police Service in responding to this violence was recognised in February, 1995 when the Australian Heads of Government selected the Police Service as winner of the 1994 Australian Violence Prevention Award for its program 'Reducing violence, crime and fear in the gay and lesbian communities.'

## **PHASE 1 - 1990-1992**

Phase I of the program commenced in January 1990 with the mission to mobilise the Police Service, the gay & lesbian communities and the wider community to awareness, understanding, commitment and action on homophobic violence.

The objectives of this Phase were to increase awareness and understanding of homophobic violence at key levels of Police, Community and Government; to reduce violence and harassment against gays and lesbians by encouraging a joint community and police problem-solving approach at a local and corporate level; to increase the gay, lesbian and heterosexual communities' intolerance of anti-gay/lesbian violence and harassment; to increase the access of gays and lesbians to sensitive and professional policing services responsive to gay/lesbian hate violence; to increase Police accountability at Senior and Operational levels for preventing, reducing and responding to anti-gay/lesbian violence.

In Phase I the strategies included:

### **Police Gay/Lesbian Client Group Consultant**

This full-time civilian position was established in January 1990 following the initial Police Gay Liaison Officer position established in 1985. Both of these positions have been endorsed by Police Ministers who have recognised them as an important government initiative. The Client Group Consultant role is to initiate, develop, implement and monitor police programs, policies, procedures and operations towards improved police gay/lesbian relations, customer service and safety and feelings of safety for gay men and lesbians. The occupant of this position is a public servant based in Police Headquarters with experience in policy, law reform, mediation, strategic change processes and program management. A continuing close relationship between Police Ministers and gay and lesbian lobby groups has led to the gay and lesbian community having a representative on the Interview Panel which selected both appointees to these positions. This has been an important demonstration of good will by Governments and by the Police Service and has ensured a close level of cooperation with the occupant of the position and confidence in that person's commitment and integrity.

### **Police Gay/Lesbian Liaison Officers (PGLLOs)**

These nominated police officers at Police Stations are central to the Police Service local response to anti gay/lesbian violence. They may be general duties police, beat police, police intelligence officers or others who take on the PGLLO role as one of their duties. They are available as contact officers for local gay/lesbian members of the community, are responsible for proactive consultation with local gays and lesbians and for assisting in the development of police patrol initiatives which reduce, prevent and respond to anti-gay/lesbian violence. The experience of the NSW Police Service has been that without these officers working proactively in the gay and lesbian communities and being promoted as skilled and committed individuals who can be asked for by name at a Patrol - that the violence, harassment and other hate crimes against gays and lesbians would remain largely invisible and not brought to Police attention. This is a customer service and personal safety initiative designed to give lesbians and gay men equal access to policing services, to improve the level of satisfaction with police customer service and to maintain an effective local police response to hate crimes against lesbians and gay men.

From the initial four PGLLOs in inner city locations in 1990, to nineteen in 1992, 48 in 1993, 100 in 1995 and 164 in 1997 there is now a state-wide coverage in more than half of the State's police stations.

The expansion of the PGLLOs has not been as a result of any senior direction but because of either the initiative of the local Police Commander, a significant or visible gay and lesbian population in the area, ongoing problems of violence or harassment, the local community requesting that an officer be nominated to the position, or by the initiative of an officer with a commitment to improved police service to this section of the community.

The successes of the PGLLOs are numerous and varied including:-

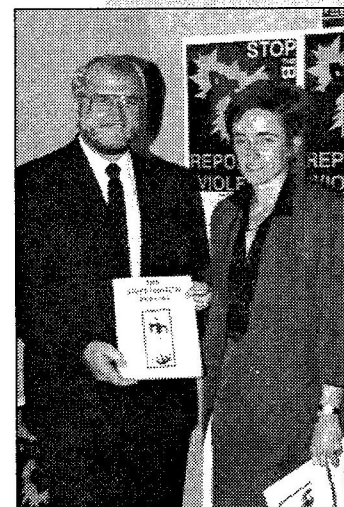
- a PGLLO Referral Manual to assist police in referring gays and lesbians to organisations and groups sensitive to their needs;
- police safety patrols of gay/lesbian dance parties in country locations after hostile media attention or negative community attitudes;
- attending crime victims' homes and providing care and support to reduce trauma;
- intervening in neighbour harassment/threats to halt their escalation;
- addressing local schools on homophobia and anti-gay/lesbian violence;
- targeting police operations to apprehend particular offenders;
- liaising with the Volunteer Gay/Lesbian Street Patrol Group to ensure immediate police backup when violence is witnessed on the streets;
- conducting effective investigations into violent crimes against lesbians and gay men;
- attending key gay/lesbian community events and promoting the role of PGLLOs around NSW.

### **Police Gay/Lesbian Anti Violence Consultative Groups**

Since 1985 these groups have been set up in critical locations after ongoing reports of violence/harassment were received by the Community Relations Advisor or Client Consultant. These currently operate in Newtown, Newcastle, Lismore and Surry Hills. Informal consultation takes place in a wide range of other patrols and is designed to respond to the needs of the local community. These specialist consultative committees are a crucial way of fostering a close, cooperative and proactive relationship between police and gays and lesbians in local areas. The assumption that gays and lesbians would be represented on general community consultative committees has been shown to result in gay and lesbian issues remaining invisible at a local level. These committees have now created an avenue where gays and lesbians feel comfortable raising their specific issues and concerns.

### **The Police Minister**

In April 1990 the Police Minister gave credibility to anti gay/lesbian violence and harassment as a serious issue when he agreed to a request by the Police Service to launch a community-prepared survey on violence against gay men and lesbians. This Survey Report, the Streetwatch Report, was prepared by the Gay & Lesbian Rights Lobby. The media launch by a Liberal Government Police Minister, fascinated the media, focused their attention on homophobic violence, gave it credibility as a serious issue and created a phase of intense media interest and coverage in NSW, Australia and overseas. Prior to this the media had often not dealt with hate crimes against gays and lesbians with any seriousness, concern or professionalism and seemed to prefer to ignore the violence, sensationalise it or blame its victims.



### Media rapport to encourage community education

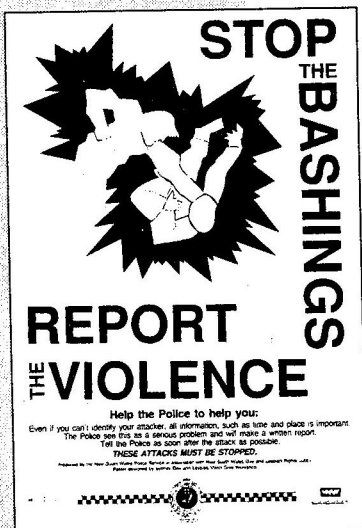
Close rapport was developed with the media during 1990-92 in an attempt to change their often blatant homophobia and blaming of gay & lesbian crime victims. An extensive amount of assistance was provided to facilitate sympathetic coverage of issues by TV current affairs programs, radio, newspaper, popular magazines (such as Penthouse, Rolling Stone, HQ) and TV serial programs such as GP and Country Practice. Since 1990 over 170 interviews have been conducted with the mainstream press by the Client Group Consultant. Regular articles also appear in the gay and lesbian media. The Police Service has recognised the importance of the media in educating the public about the criminal victimisation of gays and lesbians and has used the media as a central strategy in the fight against hate crimes.

### Streetwatch Committee

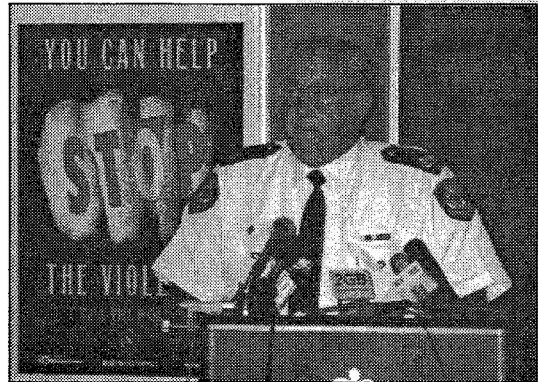
The Police Service initiated the focusing of Government attention on homophobic violence by requesting the Police Minister to form a Government and Community Committee to look at anti-gay/lesbian violence. This Committee, known as the Streetwatch Implementation Advisory Committee, met from 1990 to 1994 and presented the Police Minister with its first report in 1992 and its final report in 1994 which was launched at NSW Parliament House. The work of this Committee, under the auspices of the Police Minister and chaired by the Anti-Discrimination Board, has ensured a wider government response to homophobic violence with initiatives being developed by the Department of Health, Department of School Education and Department of Housing.

### Annual Marketing and Communication Campaign

A marketing and education campaign about violence and harassment against lesbians and gay men was implemented in 1990 and is reviewed annually. It targets both the gay/lesbian and wider communities and aims to educate the community by using the Police Service as a role model speaking out against hate crimes. It also encourages the reporting of all violence/harassment against gays and lesbians. This campaign was launched by the Police Minister in April 1990 when he launched the Streetwatch Report. The focus of this education campaign within the gay/lesbian communities was to encourage use of police services. This message was conveyed in 1990-92 by the "Stop the Bashings Report the Violence" Campaign which used startling orange and black posters portraying an assault. The campaign poster was commissioned by the Police Service and designed by a gay artist from the Sydney Gay and Lesbian Mardi Gras Association. Another poster entitled "Threats and Violence, Don't Put Up With It," designed by a lesbian artist from Mardi Gras, was highly coloured and showed interlocking male and interlocking female symbols. A State wide mail out campaign of these posters reached gay and lesbian community groups, government agencies, neighbourhood centres and included a letter from the then Police Commissioner which identified anti-gay/lesbian violence as a community priority.



The campaign was redesigned and refocused in February 1995 and was launched at Parliament House by the Police Minister as the "You Can Help Stop The Violence" Campaign with posters, brochures and fridge magnets. This campaign is a joint strategy of the Police Service, Lesbian and Gay Anti-Violence Project and Health Department and has revamped the earlier broad-based education campaign. These new pink and black posters featuring a fist with a bold "STOP" across the knuckles have been seen in banks, shops, pubs, doctors surgeries, hospitals, police stations, schools, McDonalds and many other locations.



An ongoing advertising campaign in key gay/lesbian publications encourages reporting to Police and identifies the Police Gay/Lesbian Client Group Consultant and the Police Gay/Lesbian Liaison Officers. These advertisements have appeared in gay newspapers, gay & lesbian magazines, the Mardi Gras Guide, Gay & Lesbian Travel Guides and Gay & Lesbian Business Directories. This is a crucial strategy in building cooperation between police and the gay and lesbian communities and in giving gays and lesbians access to police who are trained to understand their issues. It has been one of the most effective and visible reminders of the commitment of the Police Service to work with gays and lesbians. These advertisements have received attention from the gay and lesbian media and lobby groups across the world.

### **Working with Schools**

Great emphasis was placed on working with the Department of School Education during these years because of the involvement of numerous school age boys in the murders of gay men. Following two murders connected to the one school in 1990, a school program was immediately initiated by the Police Gay & Lesbian Client Group Consultant with support from the Police District Commander of the local area. The program content was developed by the Client Group Consultant, two Police Youth Officers, two local Youth Workers, the School Counsellor and the Family Planning Association.



The intervention was run under the auspices of Police Crime Prevention Workshops and utilised ten Police and six Youth Workers in a three day intensive program which addressed homophobia and violence against lesbians and gay men as the sole issue. The program was coordinated by the Police Service with a high level of support from the School Principal. Police & Youth Workers jointly facilitated small group work with students and assistance was provided by a panel of 15 gay men and lesbians who attended question and answer sessions. The attendance of a diverse range of gays and lesbians was crucial to the effectiveness of the program and

according to the School Principal, teachers and students the program was a startling success with a lasting impact on the school.

Work was also undertaken with the Catholic Education Office in 1992 which led to the inclusion of a segment on homophobia and violence in the AIDS package under the topic "Rights & Feelings of Others". This work has been ongoing and the Client Group Consultant is now working with a Catholic dioceses on a pilot program addressing homophobia, AIDS and hate violence in Western Sydney Catholic Schools.

### **Promoting National and International Awareness of Anti-Gay/Lesbian Violence**

The Police Service has assisted in putting the issue of homophobic violence and the need for Police Gay/Lesbian Liaison on the agenda both nationally and internationally.

In 1991 the then Police Commissioner presented a paper on "Prejudice, A Barrier to Professionalism" to the Conference of Australasian and South Pacific Police Commissioners.

Ongoing assistance has been provided to Police, Community Groups, Human Rights Commissions and Members of Parliament in Western Australia, Victoria, Queensland, South Australia, Tasmania, ACT, New Scotland Yard, New Zealand, Philippines and Japan regarding establishing formal Police Gay/Lesbian Liaison in those locations. Until 1997 NSW was the only Australian Police Service to have a full time position dedicated to this liaison work. In 1997, Western Australia appointed a full-time police officer to a similar position. All other States and Territories except for the Northern Territory have a nominated senior police officer who is available to be contacted on gay and lesbian issues. Community groups in several States have argued that this arrangement has not encouraged or facilitated dialogue between police and the gay/lesbian communities and has not led to a change in the level of cooperation or to an increase of confidence in the willingness of police to do anything proactive to target hate crimes against lesbians and gay men. International media stories of NSW Police strategies on targeting hate violence against lesbians and gay men have featured in the London Times, NZ Herald, The Swedish Times, French TV, Japanese TV, Italian and Irish newspapers amongst others.

The Client Group Consultant has also run workshops at Australian Institute of Criminology National Crime Conferences which have assisted other Australian Police Forces and service providers in realising the importance of addressing the serious social problem of these hate-crimes.

### **1990-1992 were the years of visible symbols of Police Commitment**

A Mobile Police Van was placed at Taylor Square, Oxford Street, Darlinghurst in late 1990, every Thursday, Friday and Saturday night and continued until 1994 when local consultation led to its removal so that increased police foot patrols could be instigated. This location was chosen as Oxford Street is Australia's most well-known gay and lesbian streetscape with pubs, clubs, restaurants, clothes shops and other businesses which are gay/lesbian owned or market to the gay and lesbian communities.



A high level of hate crimes against both gay men and lesbians have occurred in this area.

Police presented the Sydney Gay and Lesbian Mardi Gras Association with an award for crowd control and safety in 1991. The Police Officer presenting it received 5 minutes applause and in return received an award for the Surry Hills Police Station for its outstanding cooperation with the gay and lesbian communities.

Police contributed \$5,000 to the "Truth or Dare" Video developed by inner-city young and youth workers people in 1991 to stop the homophobia and violence of their peers.

Police ran and continue to run a stall dealing with anti-gay/lesbian violence at World AIDS Day and at the Mardi Gras Fair Day where attendance has risen from 20,000 in the early 1990s to approximately 60,000 today. The Mardi Gras Fair Day Stall is the most important Police Service public display of its improved relations with the gay and lesbian communities.

The annual display includes information on the latest hate crimes and successful solving of these crimes, police initiatives in the continuous improvement of police gay/lesbian relations, a police motorbike with the sign "Your photo on a police bike \$3.00" with proceeds to an AIDS Charity or to the Lesbian and Gay Anti Violence Project. This bike is a feel-good display of a changed era in police gay/lesbian relations in NSW and has attracted politicians, public figures, children, gay and lesbian couples, drag queens and a range of people who love the opportunity to laugh along with the Police Gay/Lesbian Liaison Officers. This stall is the light side of police planning for the annual Sydney Gay & Lesbian Mardi Gras. The actual parade planning is a seven month process now including personnel from Mardi Gras, Fire Brigade, Ambulance, Rail, Bus, Ferry, Councils, etc.

Police formally objected to the development application of an Amusement Parlour on Oxford Street which they believed would increase homophobic violence. They spent half a day being cross-examined in the Land and Environment Court on homophobic violence.

### **Extensive community consultation**

Liaison and consultation was, and continues to be the essential strategy in building cooperation and trust and a joint approach to reducing anti-gay/lesbian violence. This consultation encompasses gay and lesbian community leaders, community groups and the many individuals who require assistance in coming forward to report crimes. It also involves the Police Service enlisting the support of other government, local government and non-government agencies in working to reduce this serious social problem of hate violence and harassment.



The Police Service has welcomed the ongoing assistance of the Anti-Discrimination Board in holding formal Gay & Lesbian Quarterly Consultations which always include a segment where issues of concern regarding police can be raised and where current information on police initiatives can be conveyed. Another important aspect of this consultation in NSW has been the ongoing close cooperation with the Lesbian and Gay Anti-Violence Project which is a community based organisation funded by the Health Department. Having other salaried full-time personnel working to reduce and target hate crimes at a community level has provided the NSW Police Service with an excellent opportunity for joint problem solving in the context of community based policing.

## **PHASE II - 1992-1994**

Phase II of the program commenced in 1992, its mission "Police working with the gay and lesbian communities to reduce violence, crime and fear through formalised organisational change".

This phase has involved both structural reforms and widespread local community and police solutions to reduce and prevent hate violence and harassment against gay men and lesbians. While focused in 1992-94 this Phase continues on an ongoing basis.

The objectives of this Phase were to improve the Police Service response to anti-gay/lesbian violence through comprehensive training for Service personnel on appropriate strategies for reducing this violence and responding to the needs of the client group; to improve the Police Service response to anti-gay/lesbian violence through identifying and implementing organisational reforms relevant to improved customer service; and identifying and lessening organisational practices detrimental to improving Police Gay/Lesbian relations; to improve the whole community response to reducing homophobic violence through working with government and non-government organisations.

Phase II has included the following strategies:

### **Training and Education**

A coordinated training strategy is being implemented which will provide heightened awareness of homophobia, homophobic violence and increased sensitivity to the needs of gay and lesbian members of the community.

This strategy has had six strands:

- A Patrol Commanders' Workshop was held in December 1992 for Commanders in areas where there was homophobic violence or a need for improved customer service. 38 Patrols were identified through monitoring of community feedback over a three year period.
- An in-depth On The Job Police Training Package was completed in February 1993 on "Police Relations With the Homosexual Community". It is available for use in Patrols and is the first such Police package in

Australia. 50 Patrol Training Officers have been trained in the use of the package at a local patrol level.

- An article was written for the Policing Issues and Practice Journal, titled "Dealing With Difference" which addressed homophobic violence and the needs of gay men and lesbians. Each of the State's 13,000 Police received a copy of this Journal.
- Since 1992, all Police Gay/Lesbian Liaison Officers have attended a 5 day training course at the Goulburn Academy which is co-facilitated by the Client Consultant and an Academy Lecturer. This is the first formal Police Academy course to address gay/lesbian issues in Australia and is evaluated by attending police as a highly successful training course and some have named it the best in-service course that they have completed in their career.



PGLLOs receive ongoing training in current crimes affecting gays and lesbians and on effective local strategies through three monthly meetings with the Client Group Consultant. These meetings only assisted metropolitan PGLLOs. As a result, in 1995, an annual seminar program was initiated for all PGLLOs.

### **Senior Level Working Party on Improving Police Gay/Lesbian Relations**

The Police Service established a Senior Working Party in 1992 to oversee Police initiatives seeking to increase the safety of gays and lesbians feelings of safety, and satisfaction with policing services. This Working Party is the first of its kind in Australia and was chaired by an Assistant Commissioner on behalf of the State Commander. It included relevant Assistant Commissioners (Professional Responsibility, Education and Training), Regional Commanders, PGLLOs, the Client Group Consultant and had regular input from key gay and lesbian organisations as issues arise which affect their organisations.

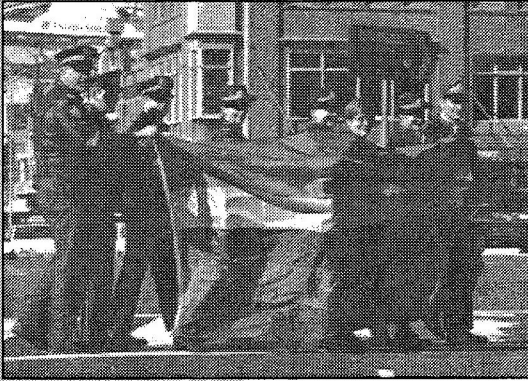
From 1992 to 1995, this Working Party has identified 30 issues for consideration by the Police Service and developed formal organisation positions on a wide range of strategies to reduce anti-gay/lesbian violence, improve service delivery and Police gay/lesbian relations. Some of its successes include a formal Statement of Duties and Mission Statement for PGLLOs; a Commissioners' Notice on Police Operations Targeting Offensive Behaviour in 'Beats' (eg. Public Toilets, Parks and like places etc); a brochure on Police Gay/Lesbian Liaison. This committee will be re-established in 1998.

### **Senior Sponsor on Gay/Lesbian Issues**

From 1993 to 1997, a high profile Assistant Commissioner of Police, Assistant Commissioner Alf Peate (pictured on page 7) played a significant role in advancing police gay/lesbian relations within the Police Service.

This highly respected officer worked closely with the Police Gay/Lesbian Client Consultant and championed an innumerable list of police reforms with his colleagues until his retirement in 1997.

### **Police Gay/Lesbian Liaison Officers**



The number of Police Gay/Lesbian Liaison Officers was dramatically expanded to 95 officers at 79 Patrols during this Phase to ensure local attention to hate crimes and improved police gay/lesbian relations across the state.

### **Schools Homophobia Package**

The Department of School Education in response to interest in the 1990 Police Crime Prevention (Homophobia) Workshop set up a working group of their training personnel, a teacher and the Police Gay/Lesbian Client Group Consultant to turn the school homophobia project into a comprehensive training package available for school use as a six hour module. That package has been used in several schools across the State.

### **Survey of Violence Against Lesbians**

A Survey of violence against lesbians was conducted by the Police Service in 1992 via a UNSW Social Work student on placement. 300 women were surveyed at a National Lesbian Conference at the University of Technology and a draft report has been compiled which shows some disturbing and interesting findings. This is the first such survey of its size on anti-lesbian violence and assists police, community and government in understanding and responding to these crimes. This Survey was the first indicator to the Police Service that there appeared to be a significantly disproportionate level of physical violence against lesbians and a level very similar to that experienced by gay men. Further, it showed that most incidents were hate-related and involved anti-lesbian abuse.

### **Anti Gay/Lesbian Violence Forum**

A Forum was organised by the Police Service in April 1993 to provide wider access to the successes of the Streetwatch Committee. It was attended by several senior and operational police, relevant government departments, local government and Parliamentary representatives and gay and lesbian community organisations. The Forum's aim was to bring all stakeholders up to date on the range of community and government strategies now targeting homophobic violence and to plan future directions together.

Improvements to the Computerised Operational Policing System (COPS) Refinements to the COPS System were examined by the Police Service to ensure more accurate collection of Hate Crimes data and to assist police patrols in their response to anti-gay/lesbian violence and harassment. The changes were finally approved in 1997 and will also enable access to non-identifying data collected by community organisations such as the Lesbian and Gay Anti-Violence Project. Ongoing consultation with the gay and

lesbian communities, Anti-Discrimination Board, Privacy Committee, PGLLOs and senior police is taking place on this issue.

### **External Assistance on Homophobia**

Assistance is provided by the Client Group Consultant or PGLLOs to the many organisations who are attempting to respond to homophobic violence and the needs of gays and lesbians, for example Alternative Dispute Resolution Association, Relationships Australia, Church Groups, Universities and Schools.

## **PHASE III - 1995-1997**

The mission of Phase III is "the publishing of a formal Police policy and strategic plan to reduce violence, crime and fear in the gay and lesbian communities and to improve Police customer service and Police gay/lesbian relations".

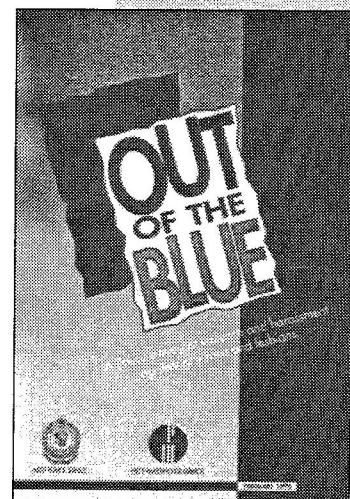
This phase commenced with Police research of the level of victimisation of gays and lesbians and of their fear levels, and will then move into a widespread community consultation process which will take place with the gay and lesbian communities via focus groups in city and suburban locations and consultation in key rural centres. This will enable assessment of satisfaction with police services and community suggestions to further impact on hate violence.

The objectives of this Phase are to more accurately understand the victimisation and levels of fear of gays and lesbians through appropriate research; to more accurately assess the needs of gay men and lesbians in relation to homophobic violence and police customer service through widespread community consultation; to formalise the Police Service commitment to anti-gay/lesbian violence, improved police gay/lesbian relations and customer service through publishing a comprehensive Gay/Lesbian Policy and Strategic Plan.

Phase III includes the following strategies:

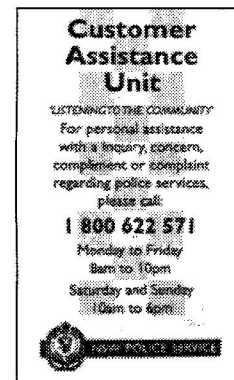
### **Out of the Blue, A Survey of Violence and Harassment Against Gay Men and Lesbians**

The NSW Police Service funded an independently administered gay and lesbian population survey at the Mardi Gras Fair Day in February 1994 to ascertain levels of fear, victimisation and satisfaction with police customer service. The survey report, 'Out of the Blue,' was launched in February 1995 at Parliament House by the Police Minister and is the first Australian survey to effectively examine the level of victimisation of gay men and lesbians. The fact that this is the first published Police Survey of these hate crimes is a clear demonstration of the Police Service commitment to a deeper understanding and more effective response to these targeted crimes of violence and harassment. This Survey has given credibility to the claims of gay and lesbian groups regarding the high level of violence targeting this section of the community. It can be read on the PGLLO web site at <http://www.eagles.com.au/~gllos>.



### Customer Assistance Unit

The Police Customer Assistance Unit was established in 1994 and after a period of community education, gays and lesbians are now utilising this Unit for inquiries or conciliation about police customer service issues. The Unit is open to receive calls seven days a week and for 10-14 hours per day providing an invaluable and accessible service to the community at large and also to gays and lesbians. More serious complaints about police conduct and service are referred to the Internal Affairs Branch and the Ombudsman's Office.



### State-wide Community Consultation

Widespread gay and lesbian community consultation via focus groups was conducted in 1995 to provide for community input into the Police Gay/Lesbian Policy and Statement. The personal safety of gays and lesbians was a major focus of this consultation process which targeted urban and rural locations.

### Gay & Lesbian Police Employees Network (GALPEN)

The State Commander's Working Party on Improving Police Gay/Lesbian Relations focused on developing and reviewing organisational strategies to reduce violence, crime and fear in the gay/lesbian communities during 1995. Another key initiative of the Working Party in 1995 was the establishment of a formal Gay and Lesbian Police Employees Network (GALPEN) set up along similar lines to The Koori Network and Spokeswomen's Network to create a formal support structure for gay and lesbian police and administrative officers. The Police Service's demonstration of support for its own gay and lesbian personnel is an important indicator to the gay/lesbian community that its commitment to tackling hate crimes is genuine and congruent with its own respect for its employees. GALPEN was officially launched by the Police Minister at the First National Conference on Violence Against Gay Men and Lesbians at Sydney University in October 1995.

### Commissioner's Notice on Police Operations at Beats

In response to allegations of unprofessional Police conduct in targeting men who have sex with men in public toilets, etc. the Police Commissioner has issued a notice to all officers regarding appropriate operational practices. This notice encourages the use of uniformed Police Patrols as the preferred method of operation in all but a few circumstances. In the past many victims of violence in these locations have been too wary of Police to report these crimes and in some areas, hate violence has escalated into gay-hate murder. The increased confidence in professional Police Services as a result of this Notice should lead to increased reporting to Police and appropriate Police intervention in violence trouble spots.

### **Formal Police Gay/Lesbian Policy Statement**

The Police Gay/Lesbian Policy Statement will be published in 1997. It will formalise and describe the ongoing Police commitment to reducing violence, crime and fear in the gay/lesbian communities, improving Police gay/lesbian relations and Police customer service.

### **Continuing Steps to Place Hate Violence on the Wider Government and Community Agenda - Australian Violence Prevention Award**

In February 1995, the Police Service was announced joint-winner of the Australian Violence Prevention Award in conjunction with the Lesbian and Gay Anti-Violence Project. This Award was established in 1991 by the Heads of Government of Australia in response to the Strathfield shooting massacre in Sydney, NSW. In jointly winning this prestigious award for 'Reducing, Violence, Crime and Fear in the Gay and Lesbian Communities,' the Police Service and the Lesbian and Gay Anti-Violence Project, through their cooperation and good working relationship have taken another step forward in placing this issue on the community and government agenda.



As a way of recognising the work of the award winners and of the importance of responding to this hate violence, the Federal Government announced at the Award Ceremony the holding of the First National Conference on Violence Against Gay Men and Lesbians. This Conference, was held under the auspices of the Australian Institute of Criminology in October 1995 and focused further national attention on these hate crimes. It attracted speakers, panellists and participants from around Australia.

At this conference the NSW Police Minister committed to raising violence against gays and lesbians at the Annual Australian Police Ministers Council (APMC). As a result of this the APMC resolved to ask their jurisdictions to consider the NSW Police suggestion of a national approach to Police Gay/Lesbian Liaison and Hate Crimes Data Collection.

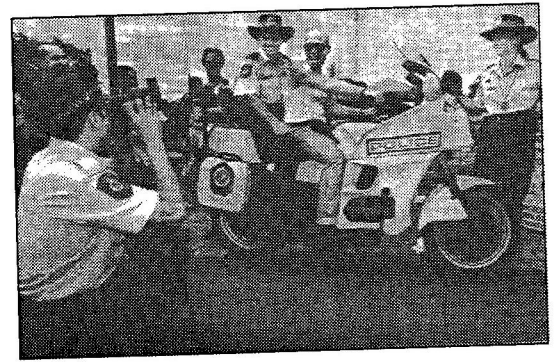
### **First National Police Seminar on Police Gay/Lesbian Liaison**

As part of the above National Conference the NSW Police Service hosted a 1 day seminar for interstate Police Service personnel involved in Police Gay/Lesbian Liaison. Eleven police from other States and Territories visited NSW Police Headquarters to participate in an information exchange day on police gay/lesbian liaison and police strategies to reduce hate crimes against gays and lesbians.



## Police Recruitment Strategies

In 1994-95 the Police Service made contact with key Police Forces in the U.S.A. and England and examined their recruitment strategies targeting gays and lesbians. As a result of this research the Police Service has a recruitment display at the Sydney Gay and Lesbian Mardi Gras Fair Day which is incorporated into the annual police stall at this key community event.



## Targeted Recruitment Advertisements

In June 1997 the Police Service took the next step by placing targeted recruitment advertisements in the gay and lesbian press. These full page advertisements used humour which would be appreciated by lesbians and gay men.

### A CAREER OPPORTUNITY FOR GAY MEN THAT DOESN'T PUT YOU IN A STRAIGHT JACKET.

While there have always been gay police officers, it is only recently that the NSW Police Service has actively begun seeking gay recruits. Times have changed and the NSW Police Service wants to reflect that change. To that end we are doing some pretty serious things ourselves.

Indeed, that's another reason why we want to attract you to the Police Service, to help change it. We are also actively recruiting more women, more Aboriginal people, and more graduates of any persuasion.

No matter what a recruit's background, they must all have integrity, compassion, determination, self confidence, good communication skills, flexibility and intelligence. The starting salary for a probationary constable is \$33,000, well above the average graduate's salary.

After basic training takes about 18 months, you will graduate with a Certificate of Policing from Charles Sturt University as a fully trained police officer. Trained to maintain safety, peace and good order, respond to emergencies, investigate crime, prevent crime, and solve a wide variety of community problems.

Please call. Because a more diverse police service is not only more humane but, we believe, more humane.

For further details about career opportunities with NSW Police Service, call us on 021 9539 5350 or visit us at <http://www.police.nsw.gov.au>.

The advertisement which appeared in the monthly Lesbians On The Loose, depicts a pair of women's shoes with the caption 'JOIN THE NSW POLICE SERVICE, WE GUARANTEE YOU'LL GET SENSIBLE SHOES'. The other advertisement which appeared in the gay weekly newspapers depicts a police leather jacket with the caption 'A CAREER OPPORTUNITY FOR GAY MEN THAT DOESN'T PUT YOU IN A STRAIGHT JACKET'.

The idea of the campaigns was to send a message without being too serious, to attract people with integrity, compassion, determination, self confidence,

good communication skills, flexibility and intelligence.

While both advertisements state "Times have changed and the NSW Police Service wants to reflect that change" they also acknowledge the need for honesty "entrenched attitudes take time to change. Indeed that's another reason why we want to attract you to the Police Service, to help change it".

### JOIN THE NSW POLICE. WE GUARANTEE YOU'LL GET SENSIBLE SHOES.

While there have always been lesbian police officers, it is only recently that the NSW Police Service has actively begun seeking lesbian recruits. Times have changed and the NSW Police Service wants to reflect that change. To that end we are doing some pretty serious things ourselves.

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No matter what a recruit's background, however, they must all have integrity, compassion, determination, self confidence, good communication skills, flexibility and intelligence. The starting salary for a probationary constable is \$33,000, well above the average graduate's starting wage. Basic training takes about 18 months, and you will graduate with a Certificate of Policing from Charles Sturt University as a fully trained police officer. Trained to maintain safety, peace and good order, respond to emergencies, investigate crime, prevent crime, and solve a wide variety of community problems.

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NSW POLICE SERVICE

## Police Join Annual Sydney Gay & Lesbian Mardi Gras Parade

From 1996 an official police bus was entered into the annual Mardi Gras Parade. This bus carried the neon rainbow banner "STOP VIOLENCE AGAINST GAYS & LESBIANS, TELL THE POLICE. Police and the Community Working Together Towards a Safer Community".



The police presence attracted cheers of support & encouragement from the huge Mardi Gras crowds estimated at 600,00.

In 1997 the Police Commissioner attended the Mardi Gras Viewing Room as an official VIP guest. In the past, senior police had created much good will with similar gestures but the presence of the Commissioner received much media attention.



### **Police Gay/Lesbian Liaison on the World Wide Web**

In 1996, one of the PGLLOs established a computer web site on Police Gay/Lesbian Liaison. This was undertaken as part of his Academy Training Course and resulted in him being awarded a Commissioner's Commendation. In the first two years of its operation, it has received over 18,000 site visitors and has been inspirational for lesbians and gay men around the world.

The web site address is: <http://www.eagles.com.au/~gllos>.

### **CONCLUSION**

No other State or Territory Police Service in Australia has dedicated the same level of resources to targeting violence and harassment against gay men and lesbians as the NSW Police Service. This booklet summarises the comprehensive program targeting these hate crimes and shows that the NSW Police Service has put itself forward as an advocate for change in the community. The response of other States and Territories has been very different. Unit 1997 all States, except the Northern Territory had a nominated senior police officer as a contact on gay/lesbian community issues. These officers generally carry a range of portfolios, like community relations, child abuse or are in fact a senior operational police officer in charge of a police area. In most cases the role of this officer is to respond to problems with police customer service and to provide a mechanism for improving police accountability. Proactive policing strategies have not tended to be addressed in this structure.

As mentioned earlier, many gay/lesbian community leaders in Australia have expressed concerns that their issues will remain invisible and unreported until Police Services extend the hand of cooperation in a visible proactive way which encourages gays and lesbians to access policing services. Several Australian States are now responding to these community requests.

In mid 1997 the other States began to give more attention to the issue of Gay/Lesbian Liaison. Western Australia created a full-time Liaison Officer position filled by a serving police officer. The Federal Police ran a pilot Liaison scheme and are now looking at setting up liaison officers as contacts in each of their Canberra police stations.

The Queensland Police are also examining a pilot scheme in their State. Each of these police forces have sent police to the NSW Police Academy for training on gay and lesbian issues.

In Victoria, police and gay/lesbian community groups meet regularly in a centralised committee context, while in Queensland there are meetings in several regional areas. In Tasmania and South Australia meetings between police and community representatives would be convened on a needs basis if a particular problem arose. It appears that most of the formal committees focus on concerns/complaints regarding police customer service and develop avenues for gays and lesbians to input into police recruiting and training days. Police Services in SA and QLD can refer lesbians and gay men to other police operational initiatives such as Victim Support Officers, Regional/Divisional Crime Coordinators or Regional/Divisional Community Based Policing Units.

Gay and lesbian community groups in many States and Territories have sought to replicate the NSW model for proactively targeting hate crimes against gay men and lesbians. In so doing many have lobbied their Police Services for a full-time gay and lesbian liaison/policy/community relations position and their Governments for a funded gay/lesbian community-based Anti-Violence Project. NSW has been fortunate in terms of the ten years of commitment of respective Government and Police Service administrations and through its program to reduce anti-gay/lesbian violence, has purposefully taken the lead in creating a momentum for social change on homophobic violence and harassment in Australia and internationally. The NSW Police Commissioner, Tony Lauer, summarised this type of organisational change at the 1993 National Conference on 'Keeping the Peace - Police Accountability and Oversight.'

*'To many in the community we are moving from being a traditional repressor of freedom and public expression to a champion of the downtrodden, a representative of the maligned and underprivileged in society - an advocate for the community.'*

[Hotel Nikko, 20 May, 1993, A R Lauer, NSW Commissioner of Police]

These words are an echo of the words of the Minister for Police in 1985 when referring to the need to end 'racial indiscretions' or 'overt antagonism to gays and lesbians.'

*'Every serving member of the Force must face up to the fact that whether they like it or not our diverse community is made up of many minority groups, all of whom deserve and have the right to expect, equality from those appointed to police it.'*

*'Those who choose not to face up to that fact, or who having faced up to it, cannot accept it, should leave the Force now rather than damage the fabric from which the institution has been cut.'*

[Senior Officer's Strategic Planning Seminar, 16 February, 1985,  
The Hon Peter Anderson MP, Minister for Police]

The momentum for social change, pushed along by the NSW Police Service and gay and lesbian community groups, has made hate crimes against gays and lesbians an increasingly important social issue since 1985. The NSW Police Service is committed to lead the way in its program to reduce anti-gay/lesbian violence and to creating a safer community for lesbians and gay men.

### GRAPHICS IN ORDER OF APPEARANCE

1. 'Police Gay Liaison,' first Community Relations Branch leaflet, 1985.
2. Collage of newspaper headlines, 1990-1995
3. The Hon Ted Pickering, Minister for Police and Emergency Services and Sue Thompson at the launch of the Streetwatch Report and the 'Stop the Bashings, Report the Violence' Campaign. Pride Centre, Flinders Street, April, 1990.
4. 'Stop the Bashings, Report the Violence' Poster. Designed by Riffin Drill, Sydney Gay & Lesbian Mardi Gras Association, 1990.
5. Assistant Commissioner Alf Peate, Commander, South Region at the launch of the 'Out of the Blue Report and the 'You Can Help Stop The Violence' Campaign. Parliament House, February, 1995.
6. Addressing Violence Against Lesbians and Gay Men in Catholic Schools. Sue Thompson, June 1995.
7. Senior Constables Kerry King and Brad Scanlan were a highlight at the Dot and Fanny Show. Photo reprinted courtesy of Mazz Images.
8. Police Gay Lesbian Liaison Officer Academy Training Course. Goulburn Police Academy, July, 1994
9. Police Gay Lesbian Liaison Officers and Sue Thompson carrying Rainbow Banner. Taylor Square, Darlinghurst, June, 1994.
10. 'Out of the Blue, A Police Survey of Violence Against Gay Men and Lesbians,' February, 1995.
11. Customer Assistance Unit Commitment to Service Card.
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