



NSW POLICE FORCE

P190B

STATEMENT OF POLICE

In the matter of:	Special Commission of Inquiry into LGBTIQ+ Hate Crimes
Place:	Hawkesbury Police Area Command
Date:	18 November 2022

Name:	Geoffrey Robert STEER	Tel. No:	[REDACTED]
Rank:	Sergeant		
Station/Unit:	Hawkesbury Police Area Command		

STATES:

1. This statement made by me accurately sets out the evidence that I would be prepared, if necessary, to give in court as a witness. The statement is true to the best of my knowledge and belief, and I make it knowing that, if it is tendered in evidence, I will be liable to prosecution if I have wilfully stated in it anything that I know to be false, or do not believe to be true.
2. I am 48 years of age.

EDUCATION/QUALIFICATIONS:

3. * 1992 – 1994 – Bachelor of Science Degree (University of Wollongong).
 - * 1996 - attested from the NSW Police Force Academy.
 - * 2001 - successfully completed the Associate Diploma of Policing (Charles Sturt University).
 - * 2001 - successfully completed the Hate & Bias Crimes Training Program run by the Federal Law Enforcement Training Centre (USA) in conjunction with Auburn University Montgomery (USA) and the Southern Poverty Law Centre (USA).

Witness: _____

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Patrick BREADEN
Sergeant
Hawkesbury Police Area
Command
18 November 2022

Signature: _____

[REDACTED]

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* 2005 - successfully completed the Advanced Hate Crimes course run by the Federal Law Enforcement Training Centre in conjunction with the Centre for Hate and Extremism, California State University San Bernardino, and the Southern Poverty Law Centre.

* 2012 – successfully completed the Statement Analysis Interviewing Techniques course through Advanced Interviewing Concepts.

* 2014 – successfully completed the Certified Cyber Intelligence Professional course through McAfee Institute.

* 2014 – successfully completed the Forensic and Applied Victimology course through Forensic Analytics and Charles Sturt University.

* 2015 – successfully completed the Advanced Threat Assessment and Management Academy (Session 41) through Gavin de Becker and Associates (USA).

* 2017 – successfully completed the Master Class – Criminal Threat Management through Australian Security Research Centre.

* 2017 – Successfully completed the Master Class – Threat Assessment through Australian Security Research Centre.

* 2019 – Successfully completed the Tactical Analysis Program (Behavioural Analysis) – Basic Course through The CP Journal.

* 2019 – Successfully completed the Tactical Analysis Program (Behavioural Analysis) – Advanced Course through The CP Journal.

MEMBERSHIPS:

- Australian Hate Crime Network
- Skinhead Intelligence Network

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MISCELLANEOUS:

4. I have presented on hate crimes and the extreme right wing at numerous conferences, both nationally and internationally.
5. In 2015 I spent one week with the New York Police Department Hate Crimes Task Force, Suffolk County Police Department (New York) Hate Crimes Unit and the Nassau County Police Department (New York) Community Affairs Unit (Hate Crimes).
6. I was mentored by Inspector Gary SHAPIRO (retired), Nassau County Police Department from 2006 to 2017. Inspector SHAPIRO was a member of the Federal Law Enforcement Training Centre Hate Crime Advisory Board. In addition, I established a strong network of subject matter experts with regards to hate crimes and right-wing extremism in the USA, Canada, New Zealand, and the UK. Through this network I was able to seek advice and guidance and develop an approach based on international best practice models. The support I received from this network and mentor allowed me to develop a robust approach to hate crime investigations and a plan for the development of an effective hate crime capability for the NSW Police Force.

QUESTIONS FOR SERGEANT GEOFFREY STEER:

Background to and reasons for the establishment of the position of Bias Crimes Coordinator

7. In 2005 the Cronulla Riots occurred which coincided with the completion of the Advanced Hate Crimes course. I analysed the riots and environment leading up to them and identified that a pattern of hate crimes had led to the escalation to the riots. I noticed that the NSW Police had no capability to identify and effectively respond to hate crimes. In 2006 I submitted a report through the chain of command, outlining these deficiencies and proposed the creation of a hate crime capability for the organisation. This proposal was based on the two-tier model, with the creation of the role of Hate Crime Coordinator. In 2007 the position of Hate Crime Coordinator

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position was created attached to the Community Contact Unit at Counter Terrorism and Special Tactics Command.

Whether, and by whom, the position of Bias Crimes Coordinator was filled in each of the years from inception to present.

2007 - 2009 – Hate Crime Coordinator – Sergeant Geoffrey STEER

2009 – 2012 – Hate Crime Coordinator position was de-established, and no person performed the role.

2012 – 2017 – Bias Crimes Coordinator – Sergeant Geoffrey STEER

NB: from 2015 to 2017 Senior Constable Nathan CORBETT (retired) would relieve as the Bias Crimes Coordinator when I was on leave.

8. I cannot comment for the period 2017 to present as I had left the unit.

The functions and responsibilities of the Bias Crime Coordinator, from the inception to present

9. The functions and responsibilities of the role of Bias Crimes Coordinator was effectively to be the subject matter expert for the NSW Police Force with respect to hate crimes. The position originally started as a stand-alone position with no resources allocated. In 2007 the position started as a trial position and primarily focussed on assessing the capabilities of the NSW Police Force with respect to hate crimes, identifying areas for improvement, establishing a point of contact with communities at risk, reviewing and classifying reported hate crimes/incidents as per the two-tier model, identifying patterns and trends as well as deficiencies within the current reporting systems, tracking and monitoring organised hate groups and offering expert advice and guidance around bias motivated incidents to the senior executive, ministerial files and commands.

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[Redacted]

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(NB: The two-tier model is international best practice and identifies that a subject matter expertise exists within the organisation which can oversight hate crimes reported by officers who have less knowledge/experience, offer advice and guidance, assist investigators and where necessary take the lead on high profile/complex investigations).

10. By 2008 the position had expanded to include a limited education/training function and environmental scanning to identify potential trigger events and issue advice and guidance to try and pre-empt potential trigger events and reduce the impact on communities, whilst retaining the other functions and responsibilities.
11. On the resumption of the role in 2012 the functions and responsibilities were continued with an increased focus of education and training, development of resources and the creation of Standing Operational Procedures with respect to bias crime investigations.
12. With respect to the numbers of staff attached from 2007 to 2008 the position was a standalone position with no additional staff or resources. In 2012, on the resumption of the role, the Bias Crimes Coordinator was supported by a Senior Policy Officer who had both the bias crimes and vulnerable communities' portfolio. In 2015 a project officer (Senior Constable) and an intelligence analyst (civilian) was attached to the newly created Bias Crimes Unit.
13. Between 2007 and 2009, the Hate Crime Coordinator position reported to the Commander, Community Contact Unit (whilst attached to Counter Terrorism) and then the Manager, Cultural Diversity, Policy and Programs when the position was moved in 2008. As for interaction with other Commands/Units within the NSW Police Force during this period it was as per normal organisational protocol through reports. There was no interaction with the Homicide Squad or Unsolved Homicide during this period.
14. Between 2012 and 2017 the Bias Crimes Coordinator position reported to the Manager, Cultural Diversity Team, Operational Programs as well as the Corporate Sponsor for Bias Crimes, Superintendent Danny SULLIVAN and the Corporate Sponsor for Cultural Diversity, Deputy

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Commissioner Nick KALDAS. On the creation of Region Sponsors for Bias Crimes the position also assisted the sponsors for the regions. Inter-action between other Commands/Unit was again through established departmental procedures, including reports and on occasions, direct contact with Crime Managers or Commanders. The communication and actions were always reported to the relevant sponsors and the chain of command within the Operational Programs Command, whether through writing (report, email) or verbally.

15. I cannot comment on the role and responsibilities from 2017 to present as I had left the unit.

The background to and reasons for the establishment of the Bias Crimes Unit.

16. The Bias Crimes Unit was established by default once additional staff were allocated. From 2007 until 2015 the only staff attached to the role was the Hate Crimes/Bias Crimes Coordinator. As the position became established and the scope of the role evolved, it became impossible for one person to undertake the amount of work that was required to be completed. Numerous requests were submitted to establish a stand-alone unit, with sufficient resources and staff to continue to develop the role and assist Commands identify and investigate hate crimes but this was not forthcoming. As the environment was continually evolving it was no longer possible for one person to undertake the work. Finally in 2015 a project officer and intelligence analyst were attached, creating the unit. It should be noted that during my tenure, the unit was always a sub-unit of another larger unit and was never standalone, nor was it ever resourced (its resources were subject to the availability from the larger unit). It was originally a position attached to the Community Contact Unit then to the Cultural Diversity team at Policy and Programs and finally the Cultural Diversity Team at Operational Programs.

The functions and responsibilities of the Bias Crimes Unit from its inception to the present.

17. As outlined previously the unit was formed by default and as such the functions and responsibilities were in line with the functions and responsibilities of the Bias Crimes Coordinator.

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The additional staff were to assist with the roles and functions already established. The staff attached to the unit were upskilled with respect to hate crimes by the Bias Crimes Coordinator, to ensure they had subject matter expertise.

18. In 2015 the role shifted to a more intelligence-based focus during the period of Reclaim Australia rallies, increased activity by organised hate groups and increasing anti-Islamic activity. The other functions were still undertaken but the priority was shifted to intelligence. In 2016 the role returned to a more educational focus, with the development of several large-scale projects, including a bias crimes investigators course, community engagement strategies, academic research projects and development of a ground-breaking threat based bias crimes strategy. These projects were commenced but never completed to the best of my knowledge once I left the unit in 2017.

The relationship between the role of Bias Crimes Coordinator and/or the Bias Crimes Unit on the one hand, and the role of the Gay and Lesbian Liaison Officer on the other.

19. The relationship between the Bias Crimes Coordinator and what I assume is meant as the Senior Policy Officer for Gender and Sexual Diversity was one of mutual support. The work with respect to tracking and monitoring hate crimes that it is my understanding was undertaken by Sue THOMPSON, was taken over by the Bias Crimes Coordinator. This data was freely shared with all relevant Senior Policy Officer's and Corporate Sponsors. There was constant communication between the two roles and the Bias Crimes Coordinator/Unit assisted the Senior Policy Officer wherever possible, including attending meetings with the LGBTIQ+ community, assisting with the training of Gay and Lesbian Liaison Officer's (GLLO) with respect to hate crimes and investigations, intelligence regarding hate motivated activities towards the LGBTIQ+ community, analysis of incidents to predict potential hot spots and assistance in investigation of hate crimes against the LGBTIQ+ community, attendance at community events and consultation with respect to any strategies or policy directions taken by the Bias Crimes Unit regarding the LGBTIQ+ community.

Witness:

████████████████████
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Signature:

████████████████████
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The creation and use of Bias Crimes Standard Operating Procedures within the NSWPF at any time, including since the inception of the Bias Crimes Unit.

20. In the period 2013 to 2014 a project was undertaken by the Bias Crimes Coordinator and the Senior Policy Officer to create Standing Operating Procedures (SOP's) for the investigation of bias crimes. These SOPs were based on international best practice and were developed as a reference tool for police to assist them in the identification, reporting and investigation of hate crimes. It was decided that the SOPs should be developed first, prior to policy development, to assist in increasing the capability of the NSW Police Force to meet community expectations once a policy was released. In 2013 the SOPs were trialled at several regional and metropolitan commands. Feedback from these trials were incorporated into the SOP's. The SOPs were then sent to Corporate and Region Sponsors and individuals within investigative commands for review and comment. Recommendations from this review were incorporated and in 2014 the SOPs were forwarded to the Commissioner's Executive Team for final approval. The SOPs were approved. The SOPs became part of the training packages that were delivered to commands and were a reference tool to assist investigations.

The origins and history of the selection, creation, and use, by the NSWPF, of the Bias Crimes Indicator Review Form (BCIRF).

21. The BCIRF was created by Strike Force PARRABELL and appears to be based on the Bias Crimes Indicators (BCI) that was used by the Bias Crimes Coordinator. There was no consultation with the Bias Crimes Coordinator in relation to the creation of this form and the basis of the form appears to be based on an incorrect understanding of what the indicators are and how to use them. The BCI are utilised as aide memoir within bias crimes investigations and not a checklist as it appears to have been used by Strike Force PARRABELL. The BCI were obtained from course materials I utilised during the Advanced Hate Crimes Training course. Nine BCI were developed by United States Department of Justice and Victims of Crime Bureau and formed part of the Hate Crime training program used to train local, state, and federal law

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enforcement in the United States. The 10 indicators are designed to identify where deeper investigation is required during hate crime investigations and were never designed or intended to be used as a checklist. As outlined in the training on the use of the indicators, it is possible to have all 10 and it is not a hate crime or have none and it is a hate crime. The indicators are there to assist investigators in identifying hate motivation through thorough investigation practices. As an example, if location is flagged, it triggers a deeper investigation, i.e., number of attacks at the location, Modus Operandi (MO) used in previous incidents, time of day of attacks, etc. and prompt the investigator to ask the question how the incident under investigation compares to the history of the location. As always, each investigation is assessed on its own merits, hence why you can have no indicators and it still be classified as a hate crime. The mere presence of 1 indicator or multiple indicators does not rule in or out a hate motivation, it is the motivation of the offender that determines the finding. The improper use of the indicators as a checklist or a review form severely jeopardises the integrity of hate crime investigations and during my tenure as the Hate Crime/Bias Crime Coordinator was never promoted as such and was always explained in detail to ensure proper use.

The current use by the NSWPF of the term "hate crime" rather than "bias crime" and the reasons for the timing of that change.

22. The terms hate crime and bias crime are interchangeable. In 2007 the term hate crimes was utilised as it was the common language utilised internationally. In 2012 the term was changed to bias crime after discussions were had during the period that the position was not active. It is my understanding that there were concerns that the term hate crime was potentially confusing as hatred is an extreme emotion and people were confused why they were hate crimes when they didn't reach that level of emotion i.e. I don't hate that group of people. The term bias was determined to be easier to understand as it was a) not an emotion like hatred and b) was more accurate with respect to cognitive processing (bias is a cognitive process not an emotion).
23. I cannot comment as to why the term was changed back to hate crime after I left the unit.

Witness:

[REDACTED]

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[REDACTED]

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QUESTIONS FOR ASSISTANT COMMISSIONER CRANDELL

24. In relation to questions 4 to 12 listed for Assistant Commissioner CRANDELL, these questions have been answered above.

The history of training in such matters prior to the present time, identifying significant changes between 1970 and the present.

25. In relation to this question, I can only comment with respect to training whilst I was the Bias Crimes Coordinator. As outlined previously, training with respect to hate crimes was undertaken sporadically during the period 2007 to 2009 as the primary focus was an assessing the capabilities of the NSW Police Force, identifying deficiencies and gather data to support findings. In 2008, in conjunction with the Diversity Trainer, an integrated training model was developed. This model identified that dedicated training, although important, could be supplemented with examples and scenarios relating to hate crimes being inserted into other training to introduce the concept of hate crimes through relevant examples/scenarios.

26. Focussed training commenced during the period 2012 to 2017, with hate crime training being offered to commands and specific training tailored to the needs of the commands. Multiple face to face training sessions were held both in metropolitan and rural commands over this period, in addition the trial of the Bias Crime SOPS, involved training additional commands. Associated with the hate crimes training were intelligence briefings that were supplied to commands which included information relating to hate crimes. The integrated model that was discussed above was implemented were possible with either direct presentations during training courses, e.g., Youth Liaison Officer (YLO) course, Gay and Lesbian Liaison Officer (GLLO) course, Crime Prevention Officer (CPO) course and Multicultural Liaison Officer (MCLO) course or through relevant scenarios being utilised during courses. With the assistance of the Simulated Operations Unit, the Bias Crimes Unit developed and ran a Hydra exercise on bias crimes for Superintendents, the first of its kind.

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27. In addition to the face-to-face training, there was an extensive awareness campaign, with multiple articles in the internal Police News relating to identification, investigation, and the Bias Crimes SOPs. Associated with the articles, were regular state-wide messaging (Nemesis) relating to specific hate crime issues or information relating hate crimes and the Bias Crimes Unit.
28. Hate crime related questions were also developed and implemented through the Six Minute Intensive Training (SMIT) scenarios and Computer Assessment (CAS) test questions. These questions related to specific incidents and were designed to develop and test knowledge with respect to hate crimes.
29. The Bias Crimes Coordinator/Unit also engaged directly with communities to increase their awareness of not only hate crimes but the NSW Police Force response. This was achieved through either direct presentation to peak bodies like ACON, Board of Jewish Deputies, Police Multicultural Advisory Council (PMAC) or indirectly through liaison officers, such as MCLO's, and GLLO's. It should be noted that community engagement was relatively limited as there was a concern that if the community expectations were raised prior to the capability of the NSW Police Force being able to meet that expectation, it would damage community relations and negatively impact the steps being taken in this area.
30. Both the Bias Crimes Corporate Sponsor and the Region Sponsors were utilised to share information both internally and externally with respect to the Bias Crimes Unit, the SOPs, and the NSW Police Force response to hate crimes.
31. In 2016 the Bias Crimes Unit hosted the inaugural national forum on Organised Hate Groups. This was the first time all law enforcement jurisdictions met to discuss organised hate groups and their impact and had representatives from all state policing agencies, as well representation from the Australian Federal Police, the Commonwealth Attorney's General Department and New Zealand Police. Through relationships established we had several international experts attend, including Ms Laurie WOOD (Southern Poverty Law Centre – Intelligence Project), Mr Matson BROWNING (President of the Skinhead Intelligence Network) and Inspector Gary SHAPIRO

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(Nassau County Police Department (New York) – Commander Community Affairs Unit (Hate Crimes)).

32. In 2016 several large projects were developed to increase training and awareness around hate crimes. This included the commencement of development of a Bias Crimes Investigators course, a targeted multi-level training program for all levels of the NSW Police Force (from the Police Academy to the Senior Executive level), a schools-based design program for a hate crime awareness campaign, a third-party reporting scheme and joint academic research projects including gender hate crimes. These projects were still underway when I left the unit, but I believe none of them came to fruition.
33. In 2016 I commenced a White Paper on the capability of bias crimes within the NSW Police Force. The aim of this white paper was to assess the current capability, identify areas for improvement and predict and plan for the next 5 years. This paper was never completed, as I left the unit in 2017.

The background to and the reasons for the establishment of Operation PARRABELL.

34. Operation PARRABELL was established by the Bias Crimes Coordinator after extensive media coverage of homicides which were believed to be hate crimes targeting gay males from the 1970's to 2000's. The proposed purpose of Operation PARRABELL was to conduct a comprehensive hate crime assessment of the identified homicides to address concerns from the LGBTIQ+ community and attempt to make a final determination as to whether these crimes were hate crimes. The hate crime assessment would be a comprehensive approach, involving interviewing offenders and witnesses, conducting geographic profiling, scene visits, offender profiling and reviewing current holdings through a hate crime investigative approach. The assessment was to be a transparent approach, with community consultation at the conclusion, walking community members through the individual cases, explaining how the hate crime assessments were reached and the steps undertaken and inviting community feedback and additional information that could change individual assessments. In developing the concept, I

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consulted with the Senior Policy Officer for Gender and Sexual Diversity and completed a report through the chain of command, including the Bias Crimes Corporate Sponsor (Superintendent Danny SULLIVAN) and the Gender and Sexual Diversity Corporate Sponsor (Assistant Commissioner CRANDELL) to the Unsolved Homicide unit for approval. From memory the concept was approved with the proviso that the focus was on a hate crime assessment only, and no review of the criminal component (homicide) was to be undertaken. This was not an issue as there was no intention to review the homicide aspect only to look at motivations.

The personnel who comprised, or participated in, Operational PARRABELL; the qualifications and experience of each of them, and the criteria by which, and the persons by whom they were chosen.

35. Operation PARRABELL was staffed by Sergeant Geoffrey STEER (Bias Crimes Coordinator) and Senior Sergeant Jo KENWORTHY (retired) (Forensic Services Group). As outlined above, Sergeant STEER was trained in hate crime investigations and methodology. Senior Sergeant KENWORTHY had an extensive career in the Forensic Services Group including in disaster victim identification. Senior Sergeant KENWORTHY was a GLLO and was on secondment to assist the Senior Policy Officer for Gender and Sexual Diversity.

An outline of the work of Operation PARRABELL from the time of its inception to the time of the establishment of Strike Force PARRABELL.

36. Operation PARRABELL reviewed the list from Sue THOMPSON which identified 91 homicides between 1980 and 1999 and Senior Sergeant KENWORTHY conducted enquires which identified and additional 51 homicides for the same time period across the state. Out of this 51, 12 were excluded as there were out of the scope of the area being focussed on being the Sydney area, either through being outside the area or no location information was provided. The final list of homicides to be assessed for bias motivation was compiled based on geographic area (the Sydney area) and time frame. The reason for the criteria was based on the focus of media

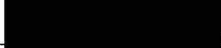
Witness: [REDACTED]
 Patrick BREADEN
 Sergeant
 Hawkesbury Police Area
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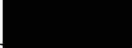
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reporting, the ability to conduct enquiries (travel time, location of offenders/witnesses), and the availability of resources.

37. At the time of the commencement of Operation PARRABELL, the Unsolved Homicide Unit was investigating the death of Scott JOHNSTON under Strike Force MACNAMIR. As part of Operation PARRABELL, a bias crimes assessment was conducted on the beat at North Head where Scott JOHNSTON died and comparison assessment was completed between the North Head beat and the beat at Marks Park, Tamarama (subject of several homicides as identified by Strike Force TARRADALE). These assessments were conducted to develop an understanding of the environments, offender behaviours and to assist in assessing the likelihood of hate crimes targeting members of the LGBTIQ+ community. It should be noted that these assessments were not designed to be a definitive checklist tool, i.e., ruling out the possibility of hate crimes at either location. Every hate crime investigation is undertaken on a case-by-case basis and just because a location may not be a logical area for attacks does not rule out the possibility of likelihood that attacks occurred at the location. These assessments were preliminary work to assist with understanding the environments and subject to change as new information came to light.
38. During the initial phase of Operation PARRABELL, several searches were conducted including criminal record searches, media searches, external agency requests, including Commonwealth Attorney's General Department, crime scene records and open-source reviews. These were completed to assist in identifying potential avenues for the assessments as well as to understand the environment of the day.
39. After completing the North Head assessment and the Marks Park comparison, the archived briefs of evidence for the identified homicides were identified and sourced from State Archives, to commence the initial review. It was at this stage the scale of the undertaking and the lack of resources became a deciding factor. As outlined above, the only resources allocated to undertake Operation PARRABELL was Senior Sergeant KENWORTHY (who was on loan and secondment period was nearing its end) and myself. On obtaining the archived material an

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assessment was completed it was determined by Senior Sergeant KENWORTHY and myself that with the current resources, it was estimated to take 3 years to undertake the assessments, if that was the only work that was undertaken. If Senior Sergeant KENWORTHY returned to her substantive Command and the work was left to me alone, the time would extend to 5 years (again if no other work was undertaken). Despite offers of additional staff in the comments of the original report (1 from Assistant Commissioner CRANDELL and 1 from Superintendent SULLIVAN), no additional resources were forthcoming. Given the estimated time frames to undertake the assessments based on the current resourcing, the increase in work within the bias crimes area and competing priorities it was decided to suspend Operation PARRABELL until additional resources could be obtained. This decision was not taken lightly, but it was deemed that a 3 – 5-year process was not a reasonable time frame for either the LGBTIQ+ community or for the NSW Police Force. It was envisioned that sufficient resources would be given to the Bias Crimes Coordinator (creation of a unit), with multiple requests for resources including a formal request to HR Command outlining the resources required for an effective bias crime's response. On receipt of resources Operation PARRABELL would be re-activated, and the outlined activities would be completed. There was no response, and no additional resources were forthcoming. It was not until 2015 that a minimal staff allocation was received and by that stage Strike Force PARRABELL had taken over.

Strike Force PARRABELL

40. The Bias Crimes Coordinator had minimal involvement with respect to Strike Force PARRABELL. At the original meeting when I was advised that Strike Force PARRABELL was being established and was taking over I advised that the assessments needed to be completed properly and that there would be a community backlash if it was not done properly and transparently. I offered to assist the Strike Force and was advised that the Strike Force would seek assistance if required. During the time frame that the Strike Force PARRABELL operated there was no consultation with the Bias Crimes Coordinator/Bias Crimes Unit with any of the cases. The lack of consultation

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raised serious concerns as the role of the Bias Crimes Unit, under the two-tier model, was to have the final say as to if incidents were hate motivated, due to the expertise held within the unit. These concerns were raised through the direct chain of command and the Bias Crimes Corporate Sponsor. After Strike Force PARRABELL completed their assessments, and after raising concerns about the lack of consultation, I was allowed to conduct a dip sample of 12 cases. Out of the 12 cases dip sampled I disagreed with the findings of 9 cases. This disagreement ranged from a difference of a category, e.g. I assessed them to be a hate crime when they had them as a suspected hate crime to complete disagreement, they assessed it as not a hate crime and I assessed it as a hate crime. To ensure that my assessment was accurate I reached out to Deputy Inspector Mark MAGRONE, Commander, New York Police Department Hate Crimes Task Force and my mentor, Inspector Gary SHAPIRO to independently review four cases (DUTFIELD and WALKER for the Deputy Inspector MAGRONE and MACLEAN & MILICEVIC for Inspector SHAPIRO). Inspector SHAPIRO was unable to assist as he was recently promoted to a precinct commander and workload did not permit. Deputy Inspector MAGRONE reviewed the cases I sent and came to the same conclusions I did. There was a meeting held where the dip sample results were reviewed and from memory no consensus was met. I do not know if they changed any of their findings. Since leaving the unit in 2017 I no longer have access to the dip sample I completed.

41. It is important to understand that hate crime investigations are complex and are not conducted in a similar way to a normal criminal investigation. Whilst the process is similar, the gathering of evidence, the thought processes differ. In most criminal investigations, motivation is not a critical factor, as you are only searching to meet the proofs, e.g., that someone was assaulted, the motivation is secondary. In hate crime investigations, motive is primary, and given that admissions by offenders are rare it takes a different approach to prove motivation, one that police are not generally trained in. The requirement for this specialised knowledge is why the two-tier model was adopted with the Bias Crimes Unit being the subject matter experts and being available to assist investigators.

Witness:

████████████████████
 Patrick BREADEN
 Sergeant
 Hawkesbury Police Area
 Command
 18 November 2022

Signature:

████████████████████
 Geoffrey Robert STEER
 Sergeant
 Hawkesbury Police Area
 Command
 18 November 2022

Statement of Geoffrey Robert STEER
In the matter of Special Commission of Inquiry into LGBTIQ+ Hate
Crimes

42. Hate crimes have a deeper impact on victim's and communities than non hate crimes and as such extreme care needs to be taken with the investigation of these crimes.

Witness:

[Redacted]

Patrick BREADEN
Sergeant
Hawkesbury Police Area
Command
18 November 2022

Signature:

[Redacted]

Geoffrey Robert STEER
Sergeant
Hawkesbury Police Area
Command
18 November 2022