

From: Jacqueline_Braw [redacted] Staff@NSWPolice
To: Anthony_Grandell [redacted] Staff@NSWPolice; Anthony_Grandell [redacted] Staff@NSWPolice; NSWPolice
Cc: Shobha_Sharma [redacted] Staff@NSWPolice; NSWPolice; Shobha_Sharma [redacted] Staff@NSWPolice; NSWPolice
Subject: FW: Corporate Performance Assessment - 'Bias Motivated Crime' report now available for review and comment [DLM-Sensitive;Law Enforcement (SLE)]
Date: Wednesday, 8 June 2016 14:06:07
Attachments: Mason_McCulloch_Maher2015.pdf

Hi Tony, Shobha

I was copied into this but not asked directly for comment ... but here are a few thoughts anyway! Tony, my guess is that you have been asked?? Comments due by 10 June.



During my communication with Dr Gail Mason in relation to finding some researchers who could evaluate Strikeforce Parrabell, she sent me this article which I partly read and sent on to Craig Middleton for his information. In summary, her research into Victoria Police's Hate Crime strategy led to a recommended mid-path between the 'overly narrow checklists' used by the FBI and the 'overly inclusive system of categorisation' used in the UK. Her rationale in suggesting we look at this too is around the impact on the community and community perception - regardless of whether the offender was biased, if the community believe he or she was, the impact of the crime and policing strategies, particularly in relation to crime prevention and community engagement, should be 'as if' it was motivated by bias. Our current approach is very focussed on investigation and what police should be doing to investigate bias motivation and it makes sense to have a more limited definition for investigation purposes but, personally, I tend to agree with what I think Gail is suggesting - that for other policing functions, it might be valuable to broaden the 'definition' to take into account the victim's or witness's perceptions???

Parrabell is a great illustration of this. It is almost folklore now in the 'gay community' in Sydney, particularly older gay men, that 'at least' 88 men were 'victims' of gay hate crime. It will be almost impossible to convince these people of anything different and very difficult to prove bias motivation as this information is missing. If we did apply a broader definition and placed more value on community or victim perception, it might lead us towards policing strategies that can better manage community perception and help build trust and confidence in police.

My only other comment would be that in the current climate and focus on terrorism and the backlash against certain community groups, can we stress on the organisation not to be complacent about the likely Plebiscite on same sex marriage following the federal election. Anti-gay sentiment has already been fuelled by extreme factions within the community, shown by the backlash against Safe Schools and even before that Gayby Baby (last August). I know Geoff is much more an expert than I but I am sure that many of the same groups being radicalised to hate certain cultural groups are also being told to hate gays and transgender people. My comment in terms of operational policing is that there is now much more limited access to the services of the bias crime unit as they are overwhelmed by work relating to terrorism and radicalisation.

(See attached file: Mason, McCulloch, Maher 2015.pdf)

Jackie Braw

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— Forwarded by Jacqueline Braw [redacted] Staff@NSWPolice on 08/06/2016 13:43 —

From: [redacted]
To: [redacted]
Date: 08/06/2016 06:53
Subject: Corporate Performance Assessment - 'Bias Motivated Crime' report now available for review and comment [DLM-Sensitive;Law Enforcement (SLE)]
Sent by: Geraldine Lim

Ladies and Gentlemen,

The draft 'Corporate Performance Assessment - Bias Motivated Crime' report is now available for review and comment (comments due **close of business 10 June 2016**).

Performance Improvement and Planning Command are undertaking a COMPASS Corporate Performance Assessment on 'Bias Motivated Crime' which will proceed to a forum on Wednesday, 22 June 2016.

A draft of the 'Corporate Performance Assessment – Bias Motivated Crime' report has been completed and contains:

- Index
- Forum Agenda (*agenda is yet to be finalised and may change*)
- Overview of the Issue Based Forum process for attendees
- Introduction
- Executive Summary
- 1. Current environment in the field of bias motivated crime
- 2. NSWPF's current position on bias motivated crime
- 3. NSWPF's framework to measure performance in bias motivated crime
- 4. Corporate performance assessment results
- 5. Summary of stakeholder input
- 6. Future Direction - opportunities identified by stakeholders
- 7. Annexure list
- 8. Reference list

The draft report has been saved in a shared 'P' drive folder for your convenience. Click on the below link to access the folder:

<P:\Corporate Services\PIP\Performance Review Team4.COMPASS Forum Dropzone folders\Bias Motivated Crime COMPASS Forum>

If you experience problems accessing this folder please contact Sergeant Geri Lim [redacted].

It would be much appreciated if your region/command could make comment on the draft report (including any anomalies). Please send your comments to #COMPASS. If changes are to be made to the final report, these comments must be received by **close of business 10 June 2016**.

The final report will be made available to CET, regions and stakeholders on 15 June 2016.

Kind Regards,

Inspector Kellie Langley | Manager, Performance Review Team |
 Performance Improvement & Planning Command | NSW Police Force
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