

**From:** Anthony\_Crandell/[REDACTED]/Staff/NSWPolice  
**To:** Dean\_Lindley/[REDACTED]/Staff/NSWPolice%NSWPolice; Dean\_Lindley/[REDACTED]/Staff/NSWPolice%NSWPolice  
**Bcc:** Anthony\_Crandell/[REDACTED]/Staff/NSWPolice%NSWPolice; Anthony\_Crandell/[REDACTED]/Staff/NSWPolice%NSWPolice  
**Subject:** Fw: Hate Crime Assessment Tool: Preliminary Report [DLM=Sensitive:Law Enforcement (SLE)]  
**Date:** Monday, 1 April 2019 11:03:48  
**Attachments:** [Bias Crime Policing in NSW 9 March 2018.docx](#)  
[Reporting and Recording Bias Crime in NSW 12 February 2018.docx](#)  
[A Picture of Bias Crime in NSW.docx](#)

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Dean,

I have reviewed the material from Dr Phil Birch and want to include a representative/s from the Bias Crime Unit on this journey to prepare and implement a better bias crime identification tool. As you know I am eager to have something simple for front line police to identify potential bias for further review, however I am not convinced the UK model is appropriate, and I think our adaptation of a US based model is also problematic.

Can you please liaise with the Bias Crime Unit regarding same, and speak with Dr Phil Birch, who I think will be pleased with other input into the ultimate outcome of a better bias crime identification tool. Ultimately this is a recommendation from Strike Force Parrabell which was endorsed by the Commissioner.

As an aside, given the research paper indicates those people involved in bias early are likely to escalate such behaviour with violence, I wonder whether a targeting strategy - similar to what they are doing with fixated persons, would also be an appropriate consideration, once repeat or initial bias crime offenders are identified.

Thanks



**Assistant Commissioner Anthony Crandell APM | Commander**

Level 5, 20 Charles Street  
Parramatta NSW 2150

**Education and Training**



Hi Tony,

Thanks for sending through the articles, I have had a quick skim through them. It is interesting to see that while we have used some of the same sources as Gail Mason, we also have some additional work in our systematic review. In our work we seem to have captured how victims are satisfied/very satisfied in large part with the police response and of interest, one of the key barriers to report is the fact victims view incidents as low level and therefore not worthy of a report to the police. This is an issue that some scholars have noted in terms of the problem of defining hate crime – in that definitions can lead to the low level incidents being overlooked. Further to this, we have identified that there is a process of escalation to hate crimes.... A pattern we tend to find in DFV. I think the recognition of female perpetrators within an educational setting is also interesting and bucks the trend in the research which recognises men as the main perpetrators. Anyhow I won't go on..... jumping off my soapbox as we speak !

Feel free to use my name unashamedly, I would do the same .

We will be in touch again soon.

Cheers  
Phil

Dr. Philip Birch, FHEA.  
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----- Forwarded by Anthony Crandell/23262/Staff/NSWPolice on 01/04/2019 10:55 AM -----

**From:** Anthony Crandell/[REDACTED]/Staff/NSWPolice  
**To:** "Birch, Philip" <pbirch@csu.edu.au>  
**Cc:** Jacqueline Braw <[REDACTED]>, Justine Thompson <[REDACTED]>  
**Date:** 25/03/2019 01:06 PM  
**Subject:** Re: Hate Crime Assessment Tool: Preliminary Report [DLM=Sensitive:Law Enforcement (SLE)]

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Hi Phil,

Thank you very much for your work. I will read through the preliminary findings and let you know my thoughts.

We had recent articles written and the first published (9 March article) about lack of attention in the NSWPF to addressing bias crime, which I have attached for your interest.

I am comfortable with the timeframes you have indicated, and look forward to the ultimate findings or recommendations.

I have reported to the Parliamentary Inquiry into Gay and Transgender Hate Crimes 1970-2010 that this work is afoot and used your name and reputation unashamedly.

Congratulations on the United Nations presentation - if you think of anything that might be helpful from the NSWPF please let me know.

All the best.



**Assistant Commissioner Anthony Crandell APM | Commander**

Level 5, 20 Charles Street  
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**Education and Training**



*(See attached file: Bias Crime Policing in NSW 9 March 2018.docx)(See attached file: Reporting and Recording Bias Crime in NSW 12 February 2018.docx)(See attached file: A Picture of Bias Crime in NSW.docx)*

▼ "Birch, Philip" ---25/03/2019 10:47:26---Hello Tony, Justine and Jackie, I hope all is well with you all!

From: "Birch, Philip" <pbirch@csu.edu.au>  
To: Anthony Crandell [REDACTED], Justine Thompson <[REDACTED]>, Jacqueline Braw [REDACTED]  
Date: 25/03/2019 10:47  
Subject: Hate Crime Assessment Tool: Preliminary Report

Hello Tony, Justine and Jackie,

I hope all is well with you all!

I think we agreed that by the end of March I would provide some preliminary findings from the systematic review I am currently working on, which will lead to the development of a hate crime assessment tool. Please find attached a preliminary report. If you have any comments or want any corrections made to what is written please let me know and I can look to address anything you suggest.

As a timeframe moving forward. I am aiming to finalise the systematic review by the end of May, and the Hate Crime Assessment (HCA) tool by the end of June. I think I have mentioned to you that I have been lucky to have a research assistant work on this project part time with me, along with Professor Jane Ireland. Jane is over in Port Macquarie in June, and the development of HCA is our main work activity during this visit. Does this timeframe work for you?

Just as an FYI – I have been invited by the Australian Institute of Criminology to represent Australia at the United Nations in May at a Hate Crime meeting. I have a 20 minute presentation to make on May 20th (how exciting!), so I will be talking about this work with you at that meeting, as well as the recently completed study I have done with the Scottish Prison Service, in which I examined hate crime within a prison environment. If you have anything you want me to include in my presentation please let me know and I will happily include it in what I am doing.

Cheers  
Phil

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