

**INQUIRY INTO GAY AND TRANSGENDER HATE CRIMES
BETWEEN 1970 AND 2010**

Supplementary questions: Assistant Commissioner Anthony Crandell, NSW Police Force

- 1. Can you provide a copy of the training material, handouts and reference documents used for educating police trainees at the Goulburn Police Academy on LGBTI issues?**

Two mandatory educational activities must be undertaken by every potential police officer as a NSW Police Force recruit. They are:

- a. Tutorial on Sexuality and Gender Diversity (LGBTI Community), minimum 2 hours. Please refer to the Lesson Plan - Attachment A.
- b. Since 2009, every NSW Police Force recruit class participates in a mandatory LGBTIQ 'Diversity' lecture delivered by a range of speakers including: the NSW Police Force Corporate Sponsor; Sexuality, Gender Diversity & Intersex (SGDI) Region Sponsors; the Senior Programs and Policy Officer (SGDI); together with a range of experienced LGBTIQ speakers and presenters drawn from the community. Pride in Diversity and/or a presenter from the Twenty10 Youth Service regularly deliver a large portion of this lecture, explaining key concepts and terminology. I estimate that since the inception of this educational initiative, over 9,000 NSW police officers have been reached. Please refer to the Lesson Plan - Attachment B; and all material delivered - Attachments C, D and E.
- c. Sergeant Valerie Wagstaff is a NSW Police Force officer who openly identifies as transgender. Sergeant Wagstaff regularly attends these lectures to share her personal insight into being transgender or gender diverse within the NSWPF.

Sergeant Wagstaff allows a special focus on transgender and gender diversity issues. NSW Police Force recruits are educated on differences between biological sex, gender identity and gender expression, as well as sexual orientation. Please refer to material presented - Attachment F.

- d. Other LGBTIQ community speakers include representatives from Mardi Gras, with reference to the current Accord agreement for policing; The Gender Centre; Inner City Legal Centre; and ACON, to highlight close working and respectful police and community relationships. Material presented changes in context however retains underlying key messages including:

- key concepts and terminology
- important historical background, eg: the first Mardi Gras, GLLO history etc
- the value of maintaining strong community relationships and resources
- NSW Police Force policy commitments and objectives

2. Can you provide a copy of the training material, handouts and reference documents used for educating members of the NSW Police Force (all ranks), other than trainees at the Goulburn Police Academy on LGBTI issues?

- a. Training is delivered to Gay and Lesbian Liaison Officers (GLLOs/LGBTIQ Liaison Officers) of different ranks, from constables to superintendents, over a 4-day course of instruction known as the GLLO Course. GLLO Courses are conducted biannually, with plans to increase and decentralise delivery for greater coverage both geographically and organisationally. Participants of the 2018 GLLO Course were each provided with a copy of RIOT (ABC telemovie) as pre-requisite viewing, with questions for debrief, together with copies of Anti-Discrimination Board Fact Sheets.

- b. A GLLO Conference is conducted every 2 years which attracts academics; NSW police officers of various ranks; NSW Police Force unsworn employees of various grades; representatives from several interstate and national police and armed forces; and various other NSW Government agencies. Sample programs for the GLLO Course and GLLO Conference were earlier provided as attachments to the NSW Police Force submission to this Inquiry - Attachments G, H, I and J.
 - c. LGBTIQ issues are incorporated into Domestic and Family Violence Liaison Officer (DVLO) training material including key LGBTIQ referral agency contacts.
 - d. LGBTIQ issues are incorporated into Bias Crime training material including scenarios in scenario exercises using the Avalius computerised system.
 - e. LGBTIQ training is designed and delivered to NSW Police Force officers in various Police Area Commands (metropolitan and rural) upon request, including training on 'Beats Management'.
 - f. LGBTIQ training is included in School Liaison Police Induction Days; and Youth Officer Conference/s.
 - g. The NSW Police Force Policy Statement and Strategy on Sexuality, Gender Diversity and Intersex is maintained on the NSWPF Intranet and circulated to all employees; as is material promoting Mardi Gras, International Day Against Homophobia, Transphobia and Biphobia, Wear it Purple, and Transgender Day of Remembrance. This marketing strategy reinforces inclusion expectations of all employees at least every quarter.
3. In your response to a question on page 19 of Hansard you indicated that if a biological male, through their clothing, hairstyle, footwear, mannerisms and general presentation identified as female, they will be treated as a female by members of the NSW Police Force. Is this an accurate reflection of what you said?

Yes.

4. **If a biological male, without any obvious outward signs of looking or presenting like a female, says that they identify as a female, is it the policy of the NSW Police Force that such a person be treated as a female?**

Yes.