

From: [Danielle Tyson](#)
To: [Derek Dalton](#); [Willem de Lint](#)
Subject: FW: Research/data regarding reliability of FBI Bias instrument. [DLM=For-Official-Use-Only]
Date: Thursday, 9 March 2017 3:59:05 PM

Dear both,

This is fascinating – so how do the Unit make the decision? How do we assess that?

PS: saw your email DD letting me know you'd get back to me. All good.

D

From: Derek Dalton [mailto:derek.dalton@flinders.edu.au]
Sent: Thursday, 9 March 2017 1:04 PM
To: Geoffrey Steer <[REDACTED]>
Cc: Willem de Lint <willem.delint@flinders.edu.au>; Danielle Tyson <danielle.tyson@deakin.edu.au>; Jacqueline Braw <[REDACTED]>
Subject: RE: Research/data regarding reliability of FBI Bias instrument. [DLM=For-Official-Use-Only]

Dear Geoff,

Thanks for your reply.

To be clear – and I may have been a bit careless with my language when I composed my email to you [for which I apologise] – I completely appreciate that that the Indicators are not a definitive check list or tick sheet. Mind you, the detectives did somewhat [partially] use them in this way as a tool to identifying bias. I understand and appreciate that you have some major reservations about what the Parrabell detectives did.

You made the limitations of the Indicators perfectly clear to me when we chatted in Sydney, in I want to reassure you that I understood you.

When you say (write) “There is no weighting given to the indicators, so you don't add them up and if you get a certain number it is a bias crimes” – we (as a team of researchers) also accept that 100% as well.

It's a shame that there is no research whatsoever to assess the effectiveness of the Indicators (or explain why they evolved in the first place) but I predicted that this would be the case. That's the main reason I wrote to you, but it may have been occluded by mentioning the Indicators.

Many Thanks for your help.

Derek

Dr Derek Dalton

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From: Geoffrey Steer [REDACTED]
Sent: Thursday, 9 March 2017 12:00 PM
To: Derek Dalton <derek.dalton@flinders.edu.au>
Subject: Re: Research/data regarding reliability of FBI Bias instrument. [DLM=For-Official-Use-Only]

Derek,

9 of the indicators we use come from the United States Department of Justice, Office for Victims of Crime, National Centre for Hate Crime Prevention Education Development Centre Inc. The 10th is one that we added based on available data on offender behaviour that we had observed but linked to research about offender behaviour.

To make it clear the indicators **ARE NOT** a definitive check list or tick sheet as you put it. They do not work as a checklist but as an aide memoir at best. The indicators are designed to prompt officers to explore bias motivation, if any of the indicators are present, officers should ask questions to explore possible bias motivation further. You can have all the indicators and it not be a bias crime or conversely none of the indicators and it is. As the indicators are a prompt for officers there is no research that I am aware of that assesses their effectiveness. As an operational cop, I can tell you from 21 years of policing and 16 years studying and dealing with bias crimes that these work when used as they are designed to be used. **IF THEY ARE USED AS A CHECKLIST THEY DO NOT WORK**. There is no weighting given to the indicators, so you don't add them up and if you get a certain number it is a bias crimes. They are purely designed to help police identify situations where bias motivation may be a factor and to then ask further questions to explore it. The frontline police do not decide if it's a bias crime, that is this units job. All they have to do is assess if bias motivation was suspected as being either wholly or partially involved in the incident and supply all available evidence and we make the decision.



From: Derek Dalton <derek.dalton@flinders.edu.au>
To: Geoffrey Steer <[REDACTED]>
Cc: "Jacqueline Braw" <[REDACTED]>, Willem de Lint <willem.delint@flinders.edu.au>, "Danielle Tyson (danielle.tyson@deakin.edu.au)" <danielle.tyson@deakin.edu.au>, Craig N Middleton <[REDACTED]>
Date: 28/02/2017 15:08
Subject: Research/data regarding reliability of FBI Bias instrument.

Dear Geoff,

I hope you are having a good start to the week.

I write because at a meeting that we held Friday (24th Feb) with Superintendent Crandell, Craig, Paul, Cameron (the three key players in the Parrabell team as you know) and other interested parties, it became apparent that we need to know **much more about the FBI 10 point instrument** used by the NSW police.

I think the detectives might have been going to approach you, but as I have a spare few minutes I thought I might as well frame the request in an email (and perhaps save them some time).

We fully appreciate that the instrument is just used as "tick sheet" or guide to identifying a range of BIAS crimes (which is fine), but we really need to know if you have any **data or research findings** (that you may have gleaned whilst on training in the USA perhaps?) that speaks to the **reliability** and grounding that underpins its **accuracy** use as an instrument.

Anything that you can throw some light on will be helpful.

Perhaps you have some **specific references** or even some ideas imparted at the training?

This will help us considerably as it will assist us in further developing a more nuanced sense of the benefits and limitations of the instrument.

I don't want to rehearse all the misgivings we raised in Sydney, but we certainly need to delve more into this matter for our report.

Many Thanks

Derek

Dr Derek Dalton

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