

From: Geoffrey Steer
To: Derek Dalton
Subject: RE: PARRABELL [DLM#For-Official-Use-Only]
Date: Monday, 29 May 2017 11:03:19 AM

Thanks Derek. The process may change, but based on the very limited briefings (more like directions) we have been given, the bias crimes component is to be cut away, which would leave education, stats, quality review, etc to the Corporate Sponsors to develop a capability for their respective areas. I cannot comment on the NSWPF response to the merger, whether things will change or what. I can only advise you what I have been told so your report reflects the current environment. You may want to speak to Tony CRANDELL or Jackie they may know more than I do.



From: Derek Dalton
To: Geoffrey Steer
Date: 29/05/2017 10:56
Subject: RE: PARRABELL [DLM#For-Official-Use-Only]

Hi Geoff,

Thanks for the reply. I must say I am troubled by this information. It's one thing to merge units (this happens all the time), but capabilities around bias crime 'no longer exist' (e.g. no training and education capability, no monitoring and quality review capability and no expertise around identification, investigation and response to bias motivated crimes) - to quote your email - is not very promising.

I am really sorry to hear this. It must come as a personal blow given how you have devoted your time and energy to bias crimes for so many years.

I will share this information with Professor de Lint. It will surely have some ramifications for our report.

Regards

Derek

From: Geoffrey Steer
Sent: Monday, 29 May 2017 7:10 AM
To: Derek Dalton
Subject: PARRABELL [DLM#For-Official-Use-Only]

Hi Derek,

Sony it's taken so long but the organisation has started it's restructure and we were the first victims. As a result of the restructure the Bias Crimes Unit will effectively cease to exist. It has been merged with the newly created Fixed Person Investigations Unit and will no longer be doing bias crimes. From what we have been told is that the new role will not focus on bias crimes or the protected categories including sexual orientation and gender identity. Bias crimes will be left to the relevant corporate sponsors and the unit will focus on right wing, left wing and anti-government groups. The capability around bias crimes will no longer exist. There will be no training and education capability, no monitoring and quality review capability and no expertise around identification, investigation and response to bias motivated crimes. Additionally there will be no compliance with the current Bias Crimes SOPs as the roles and functions outlined in the SOPs will no longer exist. Whilst some progress was made within the NSWPF around bias motivated crimes, the work was in it's infancy. There would be a greater awareness of bias motivated crimes but that is about it. The ability of the NSWPF to identify, investigate and respond effectively to bias crimes in my opinion is not there.

Prior to the disbanding of the unit I was going to send you the following:

- Creation of the Bias Crimes Unit (3 staff) - 1 position created in 2007, de-established in 2009, recreated in 2012 with 3 staff in 2015
- Bias Crimes Standing Operating Procedures have been approved and active
- Education & training regarding bias motivated crimes, including identification, response and investigation
- LAC & Specialist Command support with the investigation and response available
- Monitoring & review of incidents
- Analysis and predictive intelligence regarding incidents and events
- Monitoring of hate groups
- Focus is on improving the capacity & capability of the NSWPF around bias crimes
- Net direct community outreach as the unit supports the initiatives of dedicated portfolios e.g. the Sexuality & Gender Diversity portfolio

However this is now not the case. The NSWPF in my opinion no longer has an effective capability around bias motivated crimes.



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