

From: Geoffrey Steer  
To: Derek Dalton  
Subject: RE: PARRABELL [DUM-for-Official-Use-Only]  
Date: Thursday, 1 June 2017 4:55:52 PM

Derek,

Just to update, the future of bias crimes in the NSWPF is up in the air. There is a possibility that the capability will remain, even if I'm not doing the work anymore. I'm waiting to find out what is going on and I will let you know when I do.



From: Derek Dalton <derek.dalton@finders.edu.au>  
To: Geoffrey Steer  
Date: 29/05/2017 10:56  
Subject: RE: PARRABELL [DUM-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 existing" (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 deLint. 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 <derek.dalton@finders.edu.au>  
Subject: PARRABELL [DUM-for-Official-Use-Only]

Hiy Derek,

Sorry it's taken so long but the organisation has started its 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 unit 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 its 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
- Not direct community outreach as the unit supports the initiatives of dedicated portfolios e.g. the Sexuality & Gender Diversity portfolio

However this is no longer the case. The NSWPF in my opinion no longer has an effective capability around bias motivated crimes.



This email and any attachments may be confidential and contain privileged information. It is intended for the addressee only. If you are not the intended recipient you must not use, disclose, copy or distribute this communication. Confidentiality or privilege are not waived or lost by reason of the mistaken delivery to you. If you have received this message in error, please delete and notify the sender.

-----  
All mail is subject to content scanning for possible violation of NSW Police Force policy, including the Email and Internet Policy and Guidelines. All NSW Police Force employees are required to familiarise themselves with these policies, available on the NSW Police Force Intranet.

-----  
This email and any attachments may be confidential and contain privileged information. It is intended for the addressee only. If you are not the intended recipient you must not use, disclose, copy or distribute this communication. Confidentiality or privilege are not waived or lost by reason of the mistaken delivery to you. If you have received this message in error, please delete and notify the sender.