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BIAS CRIMES UNIT OVERVIEW

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FOR OFFICIAL USE ONLY**HISTORY:**

In 2007, the position of Hate Crime Coordinator was established as over-strength position within the Community Contact Unit, Counter Terrorism & Special Tactics Command. Following a 12 month trial of the position the trial was extended for an additional 12 months with the position being transferred to the Policy & Programs Command. In 2009 the position was de-established.

In 2012, the position of Team Leader, Bias Motivated Crimes was created as on-strength position attached to Operational Programs Command, Major Events & Incidents Group. In 2014, an on loan sworn officer was assigned creating the Bias Crimes Unit (BCU). This officer had the dual role of intelligence and projects. In 2015 a civilian intelligence analyst position was attached to the BCU and in 2016 an over-strength (not to be deactivated) position was assigned to the BCU, attaching the on loan officer permanently to the unit.

From 2012 to present a Senior Policy Officer supported the unit with the dual responsibility of Bias Motivated Crimes and Vulnerable Communities.

LOGO:

The unit logo consists of 'Cerberus' with the Latin phrase 'Oderint Dum Metuant'. Cerberus was the guardian of the gates of hell whose job it was to keep the living from entering and the dead from escaping. Cerberus was selected as for the logo as the role of the BCU is similar to Cerberus, in preventing the good from crossing over and keeping the bad away from the good. The Latin phrase was taken from Emperor Caligula and means, "Let them hate, provided they fear", which represents the philosophy of the unit, in that everyone has the right to believe what they want, but they should fear the consequences of those beliefs becoming actions that harm the innocent.

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OVERVIEW:

The current local, national and global environment is fertile ground for bias motivated crimes. The fear of the other is growing, giving rise to the number of hate groups globally. Right wing political parties are making a resurgence around the world and the fear of Islamic terrorism is marginalising communities and increasing the risk of radicalisation and recruitment. In NSW, a noticeable rise in right wing ideology and groups has been observed and the connections between groups and individuals in NSW and with international groups are growing stronger. Sydney ranked the 4th highest number of visits on Stormfront (Largest white supremacist website in the world) with Australia ranking 9th in the world.

National issues such as immigration and marriage equality are polarising the nation, increasing the risk of bias motivated crimes targeting minority communities. These issues are being used by hate groups to recruit members and drive social disharmony.

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Ensuring that NSWPF can provide effective responses to bias motivated crimes has the potential to build strong community relationships and to reduce the risk of major public order events based around social disharmony.

FUNCTION:

The BCU is unique in that the scope of work covers most areas of policing, as the focus is on motivation and not a particular crime type. Bias motivated crimes relate to the motivation (the reason why) the offender targeted a victim and/or community group. Due to this bias motivated crimes affect all crime categories. The aim of BCU is to prevent the breakdown of social harmony and reduce the effect of bias motivated crimes on victims and communities. BCU sees prevention and intervention better than cure and strives to prevent incidents from occurring or escalating. To achieve this, the BCU has two primary functions;

- Capability & capacity building
- Intelligence focussing on incidents and hate groups

With capability and capacity building focussing on developing the NSWPF to effectively identify, respond and investigate bias motivated crimes. The intelligence function of the unit is operationally focussed, aiming to bring reliable and timely information to LAC's, specialist commands, Corporate and Region Sponsors and the NSWPF executive. This allows them to manage and/or prevent incidents or community disharmony or limit the impact of bias motivated crimes on communities and build confidence in and of the NSWPF.

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Capability & Capacity Building

To develop the NSWPF response to bias motivated crimes the BCU focuses on the following strategies;

- Education and Training
 - Awareness sessions at LAC's
 - Information products (e.g. newsletter, briefing notes, intelligence alerts, best practice examples, etc.)
 - Police Monthly/PIPJ articles
 - CAS questions
 - SMIT's
 - Hydra exercises
 - Professional Development Days
 - Bias Crimes Newsletter
- Investigative Support
 - Investigation assistance
 - Statement Analysis
 - Interview questioning (victims, witnesses & offender's)
 - Minor investigative functions (e.g. canvassing)
 - Quality assurance of COPS events
 - Community Engagement Strategies
 - Post incident forums (e.g. media statements, presentations, etc.)
 - Pre incident engagement (community engagement around bias crimes)

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- Community partnerships (LGBTI community, Jewish Community, Police Multicultural Advisory Council)
 - Community response plans
 - Developing plans on post incident recovery
 - Preventative strategies
- Liaison with other law enforcement agencies and non government organisations. Current relationships have been established with the following law enforcement and non government organisations;
 - Interstate Jurisdictions
 - Tasmania Police
 - Victoria Police
 - SA Police
 - Western Australia Police
 - ACT Police
 - Australian Federal Police
 - Queensland Police
 - Border Force
 - Australian Security Intelligence Organisation
 - NSW Corrections Intelligence Group
 - International Jurisdictions
 - US jurisdictions including
 - FBI
 - NYPD
 - Nassau County Police Department (New York)
 - Suffolk County Police Department (New York)
 - Through the Skinhead Intelligence Network we have contacts in most states in the US
 - Royal Canadian Mounted Police
 - British Columbia Hate Crime Team
 - United Kingdom
 - Counter Terrorism Policing – Operations Centre
 - Right Wing desk officer
 - New Zealand Police
 - National Intelligence Centre
 - Security Intelligence and Threat Group
 - Non Government Organisations
 - Southern Poverty Law Center (USA)
 - Skinhead Intelligence Network (USA)
 - All Together Now (Australia)
 - EXIT (Sweden & USA)
 - Online Hate Prevention Institute (Australia)
 - NSW Jewish Board of Deputies
 - Community Security Group
- Policy Development
 - External

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- Community Policy Statement
 - Internal
 - SOPS (approved but undergoing a review)
 - Operational Guidance document (under development)
 - Strategic Plan
- Executive Support
 - Ministerial files
 - Media releases
 - Advice & guidance
 - Corporate Sponsor program

Intelligence

- Monitor hate groups and individuals (persons of concern)
 - Threat assessment & management
 - Hate group liaison
 - Party for Freedom
 - Reclaim Australia
 - Soldiers of Odin
 - Squadron 88
 - United Patriots Front (Victoria)
 - Australian Settlers Rebellion
 - Proactive intelligence
 - Public order events
 - Hate group/individuals activity
 - Open source monitoring
 - International connections and activities
 - Jurisdictional co-operation
- Incident analysis
 - Hot spot analysis
 - Predictive analysis
 - Regional analysis
 - International impact and influence (criminal, social & political)
 - maintain the Doomsday Calendar
- Development and dissemination products
 - Quarterly bias crimes statistics & regional analysis
 - Intelligence alerts
 - Intelligence bulletins
 - Briefing notes
- Public Order
 - Identification of events
 - Briefings
 - Field Intelligence
 - Open source monitoring
 - Hate group liaison
 - Intelligence Cell (POC)
 - LAC assistance/support

The BCU has undergone an intelligence review regarding the activities of the unit and to streamline the operations of the unit with regards to intelligence and dissemination of intelligence products. The review was a recommendation of the

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COMPASS thematic forum on Bias Crimes held in June 2016. The report has been completed.

Following the COMPASS thematic forum on Bias Crimes, Commissioner SCIPIONE directed that the BCU cease utilising sources until a more formalised source reporting structure could be established. The BCU has ceased using sources.

OPPORTUNITIES:

NSWPF is leading the nation in responding to bias motivated crimes and the number of opportunities that exist in this portfolio are unlimited. Some opportunities that have been identified by BCU include;

Legislation: NSW has no specific legislation relating to bias motivated crimes (with WA being the only state with dedicated criminal legislation, although limited to race only). The opportunity exists for ground breaking legislative reform to prevent and respond to bias motivated crimes and maintain social harmony. These opportunities exist in regards to cyber based crimes, alternative responses (diversion programs, civil torts, etc) and public order management (e.g. face coverings).

Community Engagement: The opportunity exists to build stronger relationships between communities and the NSWPF through effective response to bias motivated crimes. Addressing the fears and concerns of targeted communities has the potential to increase information received regarding terrorism, criminal investigations and build strong relationships for community supported crime prevention activities.

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Countering Violent Extremism: Bias motivated crimes response is a key strategy in responding to violent extremism. Through effective response to bias motivated crimes the risk factor associated with isolation and victimisation can be reduced, limiting the appeal of the narratives utilised by violent extremists. This may limit the escalation of individuals who are either victims or offenders accepting the messages of violent extremist groups. The counter narratives that can be developed as a result of effective bias motivated crime response can also impact the ability of violent extremists to recruit.

Education & Training: As the concept of bias motivated crime is a relatively new concept for the NSWPF, the opportunities to build the NSWPF capacity are endless.

Intelligence: The identification of extreme right wing groups and members and through this the development of effective counter narratives can reduce the risk of violent extremism by these groups.

Systems: The development of more accurate recording processes and COPS enhancements can increase the accuracy of data that the NSWPF obtains and therefore improves the intelligence capability through increased information accuracy and a more accurate picture being developed. The improvement of the collection and accuracy of data recorded by the NSWPF was a key item identified by Commissioner SCIPIONE at the COMPASS thematic forum on bias crimes in June 2016.

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Community Engagement: The development of new approaches to capture incidents and therefore build the confidence of communities in the NSWPF, e.g. third party reporting.

CHALLENGES:

As bias crimes are a relatively new concept for the NSWPF a number of challenges exist. Some of these challenges include;

Legislation: As highlighted above, there is no dedicated legislation around bias motivated crimes. This lack of legislation directly impacts on the capability of NSWPF to effectively respond to bias motivated crimes. In addition the lack of effective response is impacting the confidence of the community in the NSWPF to protect them and prevent harassment.

Source Management: During the Bias Crimes COMPASS thematic forum held in 2016, the Commissioner directed that BCU no longer use sources. This direction has restricted the capability of BCU to identify and monitor hate groups and individuals and ascertain the true extent of hate group activity in NSW. Until this issue is addressed, the capability of BCU is reduced.

Reporting & Recording: Bias crimes are well known to be under reported by communities for multiple reasons. To further add to the issue, the under identification of bias motivated incidents by police is a challenge. Both these issues conceal the reality of bias motivated crimes and the impact they have. Through effective community engagement and education & training the impact of these issues can be reduced.

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Intelligence: One of the biggest challenges faced is the majority of individuals and groups that pose a risk are not actively committing criminal offences, reducing the investigative opportunities. The line between civil rights and hate activity is confusing at the best of times and activities that could potentially lead to mass casualty events are covered in this perplex area. Due to this issue the true nature and extent of the extreme far right in NSW is not known, with large gaps in our intelligence holding with regards to groups, individuals and activities.

Community Engagement: Messaging regarding potential bias motivated crimes, indicating that bias motivation was not a factor before a complete investigation has been undertaken has impacted on NSWPF and community relations. Through effective investigations and the use of messaging developed by BCU can strengthen the relationship between targeted communities and the NSWPF. This will increase community assistance with all areas of policing, including investigations, intelligence and counter terrorism.

ACHIEVEMENTS:

- 2012 – Member & only Australian representative on the Skinhead Intelligence Network
- 2013 – Supporting Unsolved Homicide Squad in the investigation into the death of Scott JOHNSON (suspected gay hate crime)

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- 2013 – Creation of Op PARRABELL (gay hate crime assessment from 1979 - 2005)
- 2015 – Attendance at Skinhead Intelligence Network Summit (Alabama)
- 2015 - Development opportunity with the Suffolk County Police Department Hate Crimes Unit (New York), Nassau County Police Department Community Affairs Unit (New York) and NYPD Hate Crimes Task Force.
- 2015 - Attendance at Advanced Threat Assessment & Management Academy (California) and introduction of threat assessment approach to hate groups and individuals
- 2015 – Intelligence & field intelligence on 3 Reclaim Australia Rallies
- 2015 – Bias Crimes SOPS approved
- 2015 – Assisting SCC Firearms Squad with investigation into a known white supremacist (fixated threat)
- 2015 – Identification and removal of firearms/licence from anti-Islamic individual
- 2016 – Inaugural National Forum on Organised Hate Groups
- 2016 – Identification and debriefing with White Supremacist leader (Right Wing Resistance)
- 2016 – Fixated Persons Working Group Member
- 2016 – COMPASS Thematic Forum on Bias Crimes
- 2016 – 2 x Hydra Exercises
- 2016 – 2 x Professional Development days
- 2016 – Assist S/F PARRABELL with review into gay hate crimes
- 2017 – Intelligence and field intelligence for Reclaim Australia Rally
- 2017 - Attendance at Skinhead Intelligence Network Summit (Alabama)

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CURRENT PROJECTS:

The BCU is currently undertaking a number of projects, the main projects are;

- **Bias Crimes White Paper** – A comprehensive look at the current bias motivated crime environment and predicting the environment 5 years into the future. Once completed the white paper will be disseminated within the NSWPF and a vetted version to other government agencies – *estimated draft completion date August 2017* (Sgt STEER)
- **Back Capture of Statistics** – back capture of 14 months worth of statistics (2014 – 2015) due to resourcing issues and involvement in Reclaim Australia intelligence – *estimated completion date July 2017* (Sgt STEER)
- **Case Studies** – Development of case studies on known right wing extremists that the Bias Crimes Unit has engaged with for use in training – *estimated completion date December 2017* (S/C CORBETT)
- **Monthly Newsletter** – Education document disseminated to the field to raise awareness of bias motivated crimes, legislation and hate groups – *ongoing* (S/C CORBETT)
- **Global Mapping Project** – Mapping links and associations between NSW, Australian and international hate groups – *ongoing* (Aaron GALLAGHER)

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- **White Power Music & Clothing Mapping Project** – identification and mapping of active white power music groups, recording labels and clothing lines in NSW & Australia – *ongoing* (Aaron GALLAGHER)
- **Community Policy Statement** – Development of a community policy document around bias crimes and the NSWPF response to bias motivated crimes – *estimated completion date December 2017* (Amanda LEONARD)
- **Bias Crimes in NSW (Joint research project with University of Sydney)** - Project by Professor Gail MASON looking at bias crimes in NSW and the NSWPF changing response. (Point of Contact – Sgt STEER)
- **Disability Bias Crimes Project (Joint research project with University of Sydney)** - Project by Dr Jamee NEWLAND looking at barriers to reporting bias crimes by the disability community and exploring 3rd party reporting as a potential response. (Point of Contact – Sgt STEER)

FUTURE PROJECTS:

- **Schools Project** – Joint project with Department of Education to develop information materials and educational videos for schools on bias crimes through tapping the creative abilities of high school students to develop and design bias crime related information for public dissemination. (Next project to be commenced following current projects)
- **Bias Crimes Investigators Course** – Joint project with Education and Training to develop an investigators course around bias motivated crimes. This course will increase the capability of Local Area Commands to identify, respond and investigate bias motivated crimes effectively.
- **After Hours Recruit Training** – Development and delivery of a bias crimes awareness package for recruits at the NSWPF Academy. The package would be non mandatory and delivered after hours to students interested. Concept based on program run by the FBI in South Carolina and accepting that the current subjects of the recruit program does not allow an in depth session on bias crimes.
- **Australian Hate Crimes Network (AHCN)** – The AHCN was originally established by Professor Gail MASON and Sydney University in 2009 and was to be a hub of research around hate crimes in Australia and Internationally. The AHCN stagnated due to work commitments of Professor MASON. Discussions with Professor MASON have raised the opportunity to reinvigorate the AHCN and undertake a joint management by the Bias Crimes Unit and Sydney University.

For all projects and priority see attached project list.

STAFF BACKGROUND:

Sergeant Geoffrey STEER (Team Leader)

Policing:

- 22 years in NSWPF
- Studying hate crimes for 16 years

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- 12 years General Duties – Penrith LAC, Hawkesbury LAC, Quakers Hill LAC & Blacktown LAC (General Duties Team Leader)
- 3.5 years covert operations (Integrity Testing Unit/Covert Resource Unit) – Professional Standards Command
- 6.5 years Hate Crimes Coordinator/Team Leader Bias Motivated Crimes – Counter Terrorism & Special Tactics Command & Major Events & Incidents Group.

Courses:

- Introduction to Hate & Bias Crimes Course (Online) – Federal Law Enforcement Training Centre in conjunction with Southern Poverty Law Centre and Auburn University, Alabama (USA)
- Advanced Hate Crimes Course (Online) - Federal Law Enforcement Training Centre in conjunction with Southern Poverty Law Centre and the Centre for Prejudice and Extremism, California State University, San Bernardino, California (USA)
- Statement Analysis Interviewing Techniques (Online) – Advanced Interviewing Techniques (USA)
- Forensic & Applied Victimology Workshop – Forensic Analytic/Charles Sturt University
- Advanced Threat Assessment and Management Academy – Gavin de Becker & Associates (USA)

Development:

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- 2015 – Skinhead Intelligence Network Summit – Montgomery, Alabama
- 2015 – Visits to Suffolk County Police Department Hate Crime Unit (New York), Nassau County Police Department Community Affairs Unit (New York) and NYPD Hate Crime Task Force
- 2017 – Skinhead Intelligence Network Summit – Montgomery, Alabama

Groups:

- Skinhead Intelligence Network – Australasian Representative

Senior Constable Nathan CORBETT (Project Officer)

- Joined NSWPF in August 1995.
 - 1996: Fairfield LAC,
 - 1996 – 2001: Cabramatta LAC,
 - 2001 – 2009: The Hills LAC,
 - 2009 – 2013: Operational Programs Command (Domestic & Family Violence Team),
 - 2013: Hawkesbury LAC
 - 2014: Management & Leadership Directorate (Applied Leadership Training Unit)
 - 2015 – Present: Operational Programs Command (Bias Crimes unit)
- Performed duties in the following roles/areas General Duties, Domestic Violence Liaison Officer, Brief Handling Manager, Field Intelligence, Proactive Crime Teams, Custody Manager, Rosters, Education & Training, Youth, DV

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- Legal Consultant, Crime Coordinator, DVLO State-wide Coordinator, D&FV Project Officer, and Bias Crimes Intelligence/Project/Team Leader roles.
- Integral involvement in drafting the NSWPF Domestic & Family SOPs
 - Integral involvement in drafting the NSWPF Bias Crimes SOPs
 - Originally drafted the Position Description for Domestic Violence Operative role.
 - Have completed the following internal courses;
 - Field Training Officers,
 - Emergency Management Course
 - Custody Managers workshop
 - DVLO Course,
 - SYO Course,
 - Youth Cautioning workshop,
 - Applied Leadership Training Program,
 - Certificate IV in Training & Assessment
 - Intelligence Based Rostering course

Aaron GALLAGHER (Intelligence Analyst 3/4)

- Bachelor Degree in Communication/Major in Journalism – University of Western Sydney
- Currently undertaking a Graduate Diploma in Cyber Security, Policing, Intelligence and Counter-Terrorism/Major in Policing Intelligence – Macquarie University.
- Background in construction, transport and logistics and journalism
- Experience in journalism through internships at Fairfax, News Limited and MX magazine, as well as published articles for marketing firm Specifying Dynamics, BHG magazine (Better Homes and Gardens) & Thinkgeek.com

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Amanda LEONARD (Senior Policy Officer)

CURRENTLY UNDERTAKES SENIOR POLICY OFFICER ROLE FOR BOTH BIAS CRIMES & VULNERABLE COMMUNITIES. THE FUTURE OF THE SPO ROLE IN REGARDS TO BIAS CRIMES IS UNDETERMINED.

- Graduate Certificate in Public Sector Management - Flinders University
- Diploma of Government (Policy Development) – Major Training Services Pty Ltd
- Writing in the Public Sector – IPAA
- Writing Strategically – IPAA
- Business Analysis Fundamentals – PM-Partners group
- Accelerated Implementation Methodology – NSW Health Learning & Development
- Employment history:
 - In my current role I have assisted the BCU to complete actions set at a COMPASS forum, this included the development of the Policy Statement, Business Plan and other operational responsibilities. Commenced the process to developing an external communication message to provide advice to the NSW community in regards to bias motivated crimes.

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- Policy Officer with the Ministry of Health in Primary & Community Care Branch and Centre for Population Health. Lead the implementation of Intellectual Disability Health Pilots statewide (\$1.5Million). Developed a number of statewide strategies such as the 'Aboriginal Tobacco Resistance and Control Framework', NSW Healthy Eating and Active Living Strategy.
- General Manager of two Social Housing Providers (one mainstream, one Aboriginal Specific). These roles had responsibility of substantial budgets to implement policies and strategies to conduct all aspects of property management. In both organisations community engagement was integral to the success of them.