

Inclusion & Diversity Council NSWPF LGBTIQ+ Employee Network



Scene of Crime Officer [REDACTED]



Class 351
February 2022



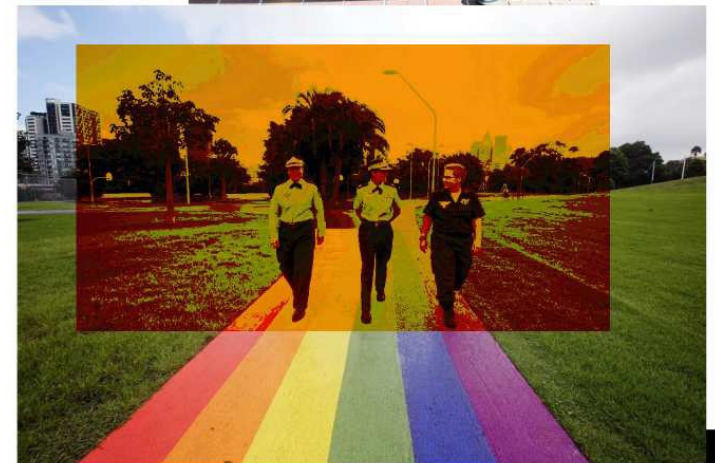
A bit about us

- [REDACTED]
- [REDACTED]
- 13 Years Service with NSWPF
- Majority of service as a Detective at Kings Cross
- Been a GLLO for over 10 years
- Participated in the NSWPF Mardi Gras contingent on 10 occasions
- Member of the GLLO Advisory Committee
- Representative for LGBTIQ Inclusion on the IDC



A bit about us

- [REDACTED]
- [REDACTED]
- 15 Years Service with NSWPF
- Majority of service as a SOCO in Western Sydney
- Been a GLLO since 2018 years
- Participated in the NSWPF Mardi Gras contingent
- Previously served on the PSA Departmental committee and held the position of “Sexuality and Gender Diversity Delegate”
- Civilian Representative for LGBTIQ Inclusion on the IDC



CE



Inclusion & Diversity Council

Purpose Statement

The NSWPF Inclusion & Diversity Council (IDC) is internally focused and will work collectively to collectively to influence the organisation's commitment in enabling a diverse and inclusive inclusive culture that reflects, respects and values the perspectives and participation of its its employees.

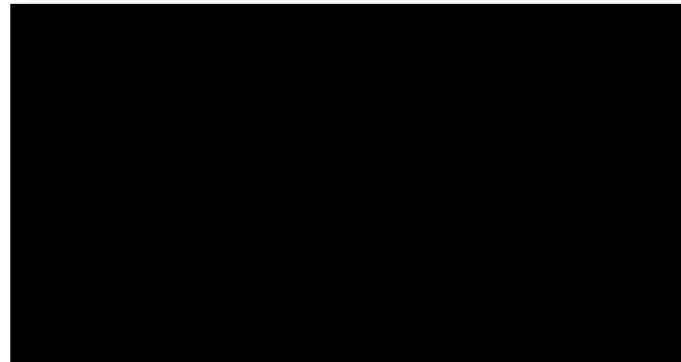
LGBTIQ

Ambassador

Representative

DS

Representative





Inclusion and diversity

The Inclusion & Diversity Council spearheads the organisation's commitment to inclusiveness.

The council leads and influences the NSW Police Force approach to inclusiveness in the workplace that contributes to building a high performing workforce that is representative of the community we serve.

Council chair, Deputy Commissioner [redacted] said

the council is key to ensuring strategic focus with corporate and government priorities.

"This includes the ongoing contributions to strategies aligned to the Broderick Review," he said.

"Together we will continue to influence the organisation's commitment in enabling a diverse and inclusive culture that reflects, respects and values the perspectives of all employees."

Commander Human Resources, Assistant Commissioner [redacted] and the establishment of employee networks to promote social inclusion and a sense of belonging and connection is a high priority.

"Next year we will establish a contemporary Women's Network, that will be promoted in alignment with International Women's Day in

March 2020," she said.

"Over the past several months the Council has been actively working with the Human Resources Command to develop the Inclusion & Diversity Strategy and Action Plans.

"This is an exciting time for the organisation, as we are developing key strategies to increase talent, drive innovation and promote diversity of thought."

The Council comprises of corporate members, diversity ambassadors and staff representatives. Membership is gender balanced and includes leaders from across functional areas who are champions of reform or who might identify or have lived the experience of a social identity.

The portfolios include Aboriginal & Torres Strait Islander, cultural

inclusion, disability and accessibility, gender equality (women in policing), multi-generational (young professionals/mature age) and LGBTIQ (lesbian, gay, bisexual, transgender/transsexual, intersex and questioning).

Find out more about on the Inclusion & Diversity Council intranet site under Communities and HR resources. Or contact the inclusion & Diversity at #HRDIVERSITY or call [redacted]

ABOVE The Inclusion & Diversity Council spearheads the organisation's commitment to inclusiveness

TOP RIGHT Members of the Inclusion & Diversity Council at its most recent meeting last month

Introducing the Inclusion & Diversity Council

Portfolio	Position	Name
	Sponsor	
	Chair	
	Vice Chair	
	Corporate member	
	Corporate member	
	Corporate member	
	Corporate member	
	Ambassador	
Aboriginal & Torres Strait Islander	Representative	
	Representative	
Cultural Inclusion	Ambassador	
	Representative	
	Representative	
Disability & Accessibility	Ambassador	
	Representative	
Gender Equality	Ambassador	
	Representative	
	Representative	
Multi-Generational	Representative	
	Representative	
	Representative	
LGBTIQ Inclusion	Ambassador	
	Representative	
	Secretariat	



December 2019 Police Monthly [SLE] 17



Ambassadors & Representatives

COUNCIL AMBASSADORS

- Aboriginal & Torres Strait Islander

[Redacted]

- Gender Equality

[Redacted]

- Disability & Accessibility

[Redacted]

- LGBTIQ

[Redacted]

- Multi-Generational (Age Diversity)

[Redacted]

- Culturally & Linguistically Diverse

[Redacted]

COUNCIL REPRESENTATIVES

- Aboriginal & Torres Strait Islander

[Redacted]

- Gender Equality

[Redacted]

- Disability & Accessibility

[Redacted]

- LGBTIQ

[Redacted]

- Multi-Generational (Age Diversity)

[Redacted]

- Culturally & Linguistically Diverse

[Redacted]



1969.... 52 years ago



Why Pride is still important in 2021

DS



LGBTIQ Employee Network

The background

- The NSWPF LGBTIQ+ Employee Network was launched in October 2020 at the annual Australian Workplace Equality Index Awards where NSWPF was awarded Silver.



LGBTIQ Employee Network

- A kick-off workshop was held in December 2020 with an initial working group. This included sworn and non-sworn, GLLO's, Allies, HR. The workshop was facilitated by Pride in NSW.
- The workshop covered Purpose, Risks, Inclusion, Structure, Name, Timeframes, To Do's.
- Ambitious timelines were discussed to achieve a successful launch in 2021.
- A draft Terms of Reference document was shared.
- Name and Logo officially endorsed August 2021



Looking at what works



Looking at what works

- Attended the Australian LGBTI Inclusion Conference
- Met with Pride in NSW
- VicPol
- QPS
- DEFGLIS

DS



Terms of Reference

Purpose

The objective of the LGBTIQ Employee Network (the Network) is to:

- a. support and enable all NSWPF employees to bring their whole selves to work;
- b. engage all NSWPF employees to promote workplace inclusion;
- c. celebrate NSWPF diversity and the benefits it brings to the organisation;
- d. develop and support policies that ensure NSWPF workplaces are free from bias and discrimination; and
- e. establish NSWPF as an employer of choice for prospective employees.

CE



How will we do it ?

The Network will achieve its objectives by focussing on the following priorities:

- (1) Spreading awareness and visibility of issues of importance for the LGBTIQ community.
- (2) Championing diversity and inclusion within NSWPF.
- (3) Creating an open forum of exchange for peers/colleagues and providing a support network for LGBTIQ employees.
- (4) Support the existing work of the GLL0 and encourage wider LGBTIQ community advocacy

CE



What we've done

Pride In Police Launch - 20 Sept 2021

GLLO Course - Goulburn - May 2021

More than coffee with Pete - EDO's

TDoR - Interview with Alison Gould

Presentations to recruit classes before attesting

DS



Won GLLObie for Pride In Police Employee Network

29 November 2021



Membership

The Network is a forum open to all NSWPF employees and is voluntary.



DS



Contact

Smack box:

#prideinpolice

DS



The End



PRIDE IN POLICE
NSW POLICE FORCE



Join The Pride In Police Network for an online trivia night hosted by Pomara Fifth and Laydee Kinmee. Get a team of 4-5 people together, and join online with your team to compete with teams from around the state for some amazing prizes. RSVP to #PrideInPolice ASAP to secure your team's spot.

