

Recruitment from Ethnic Communities

National Statement of Principle

PREAMBLE

This document was prepared for the Conference of Commissioners of Police of Australasia and the South West Pacific Region by the National Police Ethnic Advisory Bureau in co-operation with members of the Bureau's Advisory Panel.

This National Statement of Principles provides police jurisdictions in Australia with a philosophical framework for the development of policies and programs in the area of recruitment from ethnic communities.

The adoption of the National Statement of Principles by police jurisdictions in Australia demonstrates their clear commitment to a culturally diverse Australia.

This document is within the spirit of recommendations pertaining to "Recruitment from Ethnic Communities"; made at the first National Conference on "Police Services in a Multicultural Australia", Melbourne 28 - 31 August, 1990.

NATIONAL STATEMENT OF PRINCIPLE

Police jurisdictions in Australia recognise that modern day policing in a multicultural society requires the composition of police personnel to reflect as closely as possible, without compromising professional standards, the cultural and linguistic composition of the Australian society.

This principle also applies to those non - operational areas with which the general population may interact. Consequently every effort will be made within the spirit of principles of culturally diverse society to facilitate recruitment of people from different ethnic backgrounds, with appropriate skills and knowledge.

Within this principle, the following issues need to be acknowledged:-

- a.** That people from different ethnic backgrounds are generally not recruited to police their individual ethnic communities but rather to provide police services to a total population.
- b.** The knowledge of cultures and linguistic skills in community languages other than English are recognised as a distinct asset particularly in interactions with non - English speaking background people.
- c.** That irrespective of **b.** above and the national principle, applicants from ethnic communities must be able to satisfy the entry criteria including any entry examinations as applied by any police jurisdictions.
- d.** That police jurisdictions reject the system of rigid recruitment quotas for achieving recruitment goals, and that they adopt flexible targets as a recruitment strategy.

STRATEGIES

- a. Ensure the provision of culturally neutral police entry processes, with the aim of avoiding any possible cultural bias.
- b. Remove any inappropriate criteria in recruiting practices such as height requirements.
- c. In partnership with the ethnic media and ethnic community organisations develop and conduct recruitment campaigns targeting members of the ethnic communities.

These may include:-

- ◆ feature articles on policing as a career in the ethnic media
 - ◆ interviews/talks by ethnic police members on ethnic and community radio stations
 - ◆ career talks at ethnic community venues by ethnic police members
 - ◆ displays at ethnic community festivals, ethnic community premises, Migrant Resource Centres and similar venues
- d. Encourage the use of appropriate psychometric screening procedures as part of entry processes, with the aim of screening out candidates with racial prejudice or bias.
 - e. In partnership with TAFE colleges or similar organisations, consider making available pre - appointment familiarisation education programs, advise applicants of their availability and encourage them to attend prior to sitting police entry examinations.
 - f. Offer advice to candidates who failed police entry examinations.
 - g. Ensure that personnel on the selection interviewing panels have knowledge of and sensitivity to cross-cultural issues.