

State Support Implementation Teams Update

March 1997

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Produced by the National Police Ethnic Advisory Bureau

This is the first edition of the State Support Implementation Teams Update Newsletter which will be produced three times a year and contain up to date information highlighting the initiatives and difficulties experienced in implementing the recommendations which arose from the First National Summit on Police and Ethnic Affairs held in 1995. The Newsletter will contain reports provided by Teams representing each State and Territory and other information of interest in the area of youth and ethnic affairs. Any suggestions for the content of future editions are most welcome.

NATIONAL POST SUMMIT STRATEGIC PLANNING FORUM

The National Post Summit Strategic Planning Forum was held in Melbourne, 3 October 1996. The main purpose of the Forum was to bring together representatives of each State and Territory in order to co-ordinate and design a strategic approach to oversee the implementation of Recommendations which arose out of the First National Summit on Police/Ethnic Youth Relations, held in July 1995.

The Forum was attended by State Team Representatives from the police and youth sectors and was organised by the National Police Ethnic Advisory Bureau. It was held at the offices of the Australian Multicultural Foundation.

The Forum was formally opened by Acting Assistant Commissioner Mr. T. Gillett, Victoria

Police who reported to the delegation the Commissioners' overall support of the Summits Recommendations and wished all participants every success in the implementation process.

The key tasks of the Forum were to decide upon the essential roles of the Teams; the reporting mechanisms to be adopted; strategies to best ensure the successful implementation of the Recommendations; and suggestions for initial projects. In addition, the Forum served as a valuable opportunity for all Team members to meet one another and exchange information.

Five essential roles were identified for the Teams to adopt, these being: monitoring, resourcing, consultation, advice and networking.

inside... Each edition of State Support Implementation Teams Update will contain highlights of the activities, achievements and difficulties encountered nationally in the implementation of the Summit Recommendations.

Project Priorities for Teams

Three key projects were identified by the Forum as being suitable for the Teams to undertake. These are as follows:

Research Project - Do Ethnic Gangs Exist?

The Ethnic Youth Issues Network, VIC and the Criminology Department of Melbourne University are conducting a research project to investigate the existence of ethnic youth gangs in Australia. The project is auspiced by the Australian Multicultural Foundation with support from the National Police Ethnic Advisory Bureau and the Victorian Multicultural Commission. The first pilot has been

conducted in Melbourne's Western Suburbs and the outer South East. It is expected that the interviews will be completed by mid 1997.

Enhancing Police Complaints Mechanisms

The Forum highlighted the need to address community concerns regarding the accessibility and objectivity of current complaints mechanisms. Most importantly, the need was stressed to ensure that young people have confidence in the complaints process and that it is acceptable, accessible, risk free and fair.

Development of a National Network

It was also agreed to develop a National Network to improve the exchange of information and expertise across police jurisdictions and the youth sector. This Network will link in with Ethnic Youth Networks in all States and Territories.

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REPORT BACK MECHANISM

The Forum decided upon a report back mechanism designed to ensure that the activities of the Teams could be shared across all States and Territories and to assist the Bureau in the development of a best practise model. It was agreed that the Teams would submit regular written Reports to the Bureau for this purpose.

NORTHERN TERRITORY REPORT

The Northern Territory Government has now launched the Northern Territory Youth Policy and has created the Office of Youth Affairs.

The Office of Youth Affairs is responsible for, amongst other youth policy areas:

- ◆ The creation of a round table of young people which will provide 12 young Territorians with the opportunity to actively participate in Government decision making;
- ◆ The establishment of a Youth Desk within the Department of Asian Relations Trade and Industry to assist young people contemplating establishing their own business; and
- ◆ The staging of a Youth Festival in late 1997.

The new Youth Policy covers the following action areas:

- ◆ Celebrating Young People
- ◆ Participation and Coordination
- ◆ Opportunities for Young People
- ◆ Information Service
- ◆ Strengthening Youth Services

The new Policy document is extensive and was a direct result of community consultations with some 700 young people Territory wide. The aim of the new Youth Policy is to assist young people to:

- ◆ Reach their full potential
- ◆ Exercise their freedom of choice
- ◆ Participate in making decisions that affect their lives
- ◆ Accept personal and social responsibility for their decisions and actions

Given the comprehensive initiatives being undertaken by the Office of Youth Affairs it was felt that the most effective way to implement a Police and Ethnic Youth Relations Support Implementation Team was to attach it directly to the Chief Ministers Round Table for Young Territorians, as a Sub Committee. This will allow many more young Territorians to be involved, rather than just the greater Darwin Area. This will be facilitated by having local youth groups called 'Regional Youth Forums', hold Regional Conferences and additionally host the Round Table in major centres across the Territory.

The first meeting of the Chief Ministers Round Table is to be held on the 14 of April with some 29 major issues identified, covering such issues as:

- ◆ Drugs and alcohol
- ◆ Crime issues
- ◆ Domestic violence
- ◆ Improving Police service to schools (School Based Police)
- ◆ Bullying both in and out of schools
- ◆ Boredom and entertainment
- ◆ Unemployment issues

FORMATION OF THE NT IMPLEMENTATION TEAM

The formation of the Territories Team will be as follows:

Extensive consultations have been held with the Director of Youth Affairs who will manage the Chief Ministers Round Table currently established. The first meeting is to be held on the 14 April. Ninety Youth have been interviewed Territory wide, from which twelve will be selected to establish the Round Table. Youth not selected for the Round Table will be invited to establish Regional Youth Forums to assist the Round Table.

The Director of Youth Affairs has strongly supported the formation of a Sub Committee to be attached directly to the Round Table to address Police and Ethnic Youth Relations. This Committee will directly report back to the Round Table and Regional Youth Forums. The Sub Committee will be chaired by a

Junior Chairperson with a mentor. It is proposed that issues are to be raised in the Sub Committee, which will work either independently to resolve problems or take it to the Chief Ministers Round Table and / or Regional Forums.

The membership of the Sub Committee for Police Ethnic Youth Relations will comprise of several members of the Round Table and youth from ethnic organisations in Darwin. It is planned that once the Regional Youth Forums are established they will also establish Sub Committees to examine Police Ethnic Youth relations. The School Based Police in these regions will assist in facilitating local and regional meetings. Secretariat services will be provided by School Based Police and the Police Team member.

QUEENSLAND REPORT

Since the Post Summit Planning Forum in Melbourne on 3 October 1996, the Implementation Support Team has had discussions with the Police Ethnic Advisory Group (PEAG) in December 1996 and the Queensland Police Citizens Youth Welfare Association (QPCYWA) in February 1997.

As a result of a meeting on 13 February it has been resolved to continue working with the QPCYWA, through the PEAG, on those recommendations from the Summit requiring State input. Actions are being pursued in relation to the following recommendations:

Recommendation 3. Enquiries are being made through the QPCYWA funding network

regarding any possibilities for part-funding this recommendation.

Recommendation 4. These issues are included in the Queensland Strategic Directions for Policing and Ethnic Communities and have also been highlighted in the Review of the Queensland Police Service by Sir Max Bingham. The recommendations arising from the Bingham Report are being actioned on a priority basis. The Cultural Advisory Office has input into this Process.

Recommendation 5. The issues within this recommendation are also contained within the Strategic Directions for Policing and Ethnic

Communities and will be actioned in that context.

Recommendation 6. Enquiries are being made regarding the availability of recent research on community perceptions of youth and youth gangs in Queensland.

Recommendation 7. It was agreed that this recommendation only be actioned on a needs basis to deal with specific issues which may arise.

Recommendation 8. To be referred to the next meeting of the PEAG for discussion and then to the Commissioner for reference to other government departments.

Recommendation 9. Action is being taken by consultation to improve the present mechanisms which exist in Queensland. The need for complaints mechanisms to be sensitive to particular needs is also referred to in the Strategic Directions for Policing and Ethnic Communities. Information on current avenues for lodging a complaint is also contained in information sheets "Youth, the

Law and Society" which have recently been updated.

Recommendation 10. Several attempts have been made over a period of time to conduct regular meetings with youth. However, for various reasons these have not eventuated. Future attempts to initiate meetings will be confined to circumstances where police or youth request a meeting to discuss or resolve a specific issue of interest or need.

In relation to the launch of the State Implementation Support Team, it is proposed that the Queensland launch take place at the same time as the launch of the Strategic Directions for Policing and ethnic Communities document in March.

The next meeting of the Youth Implementation Support Team / QPCYWA will be held on 26 March 1997.

In the meantime, actioning of the Bingham Report recommendations relating to ethnic issues will impact and advance several of the above recommendations.

WESTERN AUSTRALIA REPORT

The Launch of the Team

The official launch of the State Support Implementation Team (SSIT) was held in March. The Forum was the Western Australia Police Ethnic Advisory Council meeting. These meetings are attended by the Commissioner and Council representatives who comprise senior police personnel, some 25 ethnic community leaders and people with expertise in the area of multiculturalism and ethnic affairs. Inquiries have also been made to promote the SSIT through ethnic community radio and newspapers.

Cross-Cultural Awareness Training

Staff of the Professional Standards Portfolio will be provided with Cross-Cultural Training (CCAT), which will commence in May / June 1997. This training will ensure employees possess appropriate

cross-cultural communication skills, understanding, tolerance, empathy and are aware of the needs of ethnic communities.

The Ethnic Affairs Unit are also administering CCAT to all recruits going through the Police Academy and to other police personnel on a needs basis. It is also proposed that exposure to CCAT be a "Desirable Criteria" for personnel applying for positions within the WAPS.

Complaints Mechanisms

Western Australia Police is addressing concerns raised through the Summit regarding handling of complaints for ethnic youth. Multilingual brochures explaining how to make suggestions and complaints against the WAPS will be published soon. The brochures also outline the role and functions of the WAPS Professional Standards Portfolio and the State Ombudsman.

Ethnic Youth Information Exchange Seminar

Following the Ethnic Youth Information Exchange Seminar in October 1996, ethnic young people complained that the name 'Asian Squad' was somewhat offensive and requested it be changed to something less derogatory such as 'Asian Support Service'. This matter has now been raised with the Assistant Commissioner of the Crime Portfolio.

The Use of Interpreters and Translators

The Language Services Policy and the Multicultural Policy have been approved by the Senior Executive and will be implemented early in 1997. The Language Services Policy will ensure that the communication needs of ethnic minority groups and the hearing impaired are addressed through the provision of interpreters and translators and that the cost associated with the provision of these services be met by the WAPS. The Multicultural Policy provides an overall strategic plan for the WAPS to ensure services are accessible to ethnic communities and meet their needs.

Ethnic Youth Issues Network Project Officer

The Ethnic Communities Council (ECC) of WA and YACWA have combined to employ an "Ethnic Youth Issues Network Project Officer" on a part-time basis. The position will assist YACWA and the ECC in the development and promotion of ethnic specific policies and assist the Ethnic Youth Issues Network in the promotion and implementation of strategies and initiatives. In particular, the Project Officer will assist in the development of innovative consultative strategies with ethnic young people to foster a harmonious relationship between ethnic youth and the WAPS. This initiative highlights the importance placed on ethnic youth issues in Western Australia.

PROPOSED INITIATIVES / PROJECTS TO BE UNDERTAKEN BY THE SSIT

- ◆ The Ethnic Youth Issues Network Project Officer to establish a young persons network group.
- ◆ The collection and dissemination of ethnic specific demographic data.
- ◆ That exposure to CCAT be a "Desirable Criteria" for personnel applying for positions within the WAPS.
- ◆ Liaise with the media in order to develop guidelines to assist with portraying ethnic youth in a more positive manner.
- ◆ Develop a visitation programme to facilitate regular visits to metropolitan and country District Officers.
- ◆ Request the National Police Ethnic Advisory Bureau to identify funding sources for legal services for ethnic youth.
- ◆ The production and dissemination of multilingual literature.
- ◆ Market the WAPS as a career option for ethnic youth.
- ◆ Facilitate the provision of Cross-Cultural Awareness Training.

TASMANIA REPORT

The Team has invited Ms Iga Pluta and Mr Tam Tran to join the Team as Youth Representatives, both of whom attended the Youth Summit as youth delegates.

An undertaking has been given to keep the Northern and Western Districts Police Ethnic Liaison Officer's advised of the progress of the Team and invite them to offer advice and assistance when required.

Recommendation 4. Investigations are yet to be undertaken regarding what data on ethnicity and age is collected by police, and whether such data can be retrieved.

Recommendation 5. Steps are to be taken to ensure that groups such as the Adult Migrant Education Service and English as a Second Language are made aware that Ethnic Liaison Officers are available to conduct programmes.

Recommendation 6. Documentation of reports regarding ethnic youth and police in the press are to be gathered.

Recommendation 7. The State Support Implementation Team is to address the next State Ethnic Liaison Officers' meeting to explain the role of the Team regarding police and ethnic youth relations and ensure youth issues are maintained on the agenda for future meetings.

Recommendation 8. Advice has been received that Legal Aid Tasmania has been funded to conduct a 6 month's pilot programme to employ two youth lawyers, one to represent the South of the State, the other to represent the North and West. The Support Implementation Team will ensure the lawyers are made aware of the recommendations and any developments of strategies to implement the recommendations. (The appointment of the lawyers and the pilot scheme was not at the instigation of the Support Implementation Team).

Recommendation 10. Several youth delegates from the Summit are members of the NESB Youth Issues Network in Tasmania. It is anticipated a Sub Committee will be formed within the Network to work towards the

implementation of the Summits recommendations.

LAUNCH OF TEAM

The Launch of the Tasmania State Support Implementation Team was held on Friday 20 March. In launching the new initiative Commissioner Richard McCreadie made the following comment:

"Tasmania Police is committed to advance policies and practices which reflect the laws, regulations and government commitments confirming and dealing with cultural diversity.

Including, all laws prohibiting discrimination on any ground regardless of race, national or ethnic origin, colour, social standing, religion, religion or gender.

This is enshrined in our policy document and we will vigorously pursue the goal of establishing harmonious relationships with the ethnic communities in Tasmania".

SOUTH AUSTRALIA REPORT

Training Programme 'NO BLAME NO EXCUSES'

In October 1996 The South Australia Police launched their Police Youth Policy. The Policy document requires that all police attend a training program called 'No Blame No Excuses'. The main aim of the programme is to increase understanding and improve the relationship between police and young people from ethnic backgrounds. By increasing support through training the objective is to increase youth / police interaction, and increase police initiatives with young people.

The training is conducted with police, youth and youth workers and consists of an examination of: the youth policy document; issues concerned with juvenile justice and youth; current attitudes and values of police towards young people. The format allows police officers to interact face to face with young people and youth workers over various issues and problems; and is comprised of open discussions and workshops.

A number of young people have been involved in the training programme, the majority from culturally and linguistically diverse backgrounds. Training to date has been excellent with many police officers indicating their intention to improve their approach when working with young people by looking deeper into incidents rather than automatically taking action. Others have indicated an interest in being more involved with youth in their district as well as SAPOL youth initiatives.

Some difficulties encountered in running the training programme have included: negativity expressed by a minority of police officers; adapting the seminars to differing police areas relative to local youth issues and problems; availability of youth to assist on training days; and the availability of youth workers to assist on training days.

Police / NESB Youth Forum

The police / NESB Youth Forum is held every month, at each meeting NESB members introduce new members to the Forum. The aim of the Forum is to improve the relationship between police and NESB youth and ethnic communities, and to increase police recruitment from ethnic communities.

To date camps and picnic days have been organised which have received wide support. Multicultural members of the North / South Commands have been the driving force within the police department regarding the forum.

One difficulty has been that the group has needed to remain focused upon the objectives and not be side tracked by purely social activities.

The interest of NESB youth remains high. One member of the forum has been selected to join SAPOL with one other application in process. Interest from within the group regarding pursuing a career with SAPOL whilst not at a very high level remains encouraging.

NSW REPORT

Data Collection

A meeting was held between youth and ethnic officers from NSW police, Department of Juvenile Justice and YAPA in late 1996 to discuss police training on ethnic issues. The need to include more detail in ethnicity data collection in police records (ie COPS) was discussed and recommended. The Police department's ethnic affairs policy officer will be following up the issue.

Training

a) Police Youth Liaison Officer's Forum

In July 1996, the NSW Police Service invited YAPA to have input into the planning and delivery of police training at the Police Youth Liaison Officer's (PYLO) Forum, held at the Goulburn Police Academy. YAPA ran workshops with police on youth and public space issues in which NESB youth issues were highlighted. Five delegates from the 1995 Summit participated in the training.

Due to its success, the PYLO Forum will be held in April 1997. YAPA has been invited to

return and run workshops on public space issues. It is anticipated workshops this year will focus more on strategies/models; current and proposed legislation which will impact on police and youth relations; and/or conflict resolution/mediation skills for use by police to educate the community on youth and public space issues. Members from the NSW NESB Youth Issues Network (NYIN) and the 1995 Summit delegation have expressed interest in facilitating workshops at the forum.

The draft agenda of the PYLO Forum includes:

- Family group conferencing and police cautioning
- Public/Community space issues
- Crime prevention strategies

(b) State Police Commander Youth Issues Working Party Consultation

This Working Party was established to implement the NSW Police Policy Statement. One of the major recommendations of the statement involves increased police training on youth issues.

In January 1997, the Working Party organised a consultation with key youth peaks and government departments to invite comment and input into the training curriculum on youth issues from PYLO's to other members of the service e.g. new recruits, constables, detectives etc. was emphasised. Also discussed was the idea of including presentations from the youth sector into the curriculum.

Joint Project with the Media

YAPA has recently developed a media 'code of ethics' with the Centre for Independent Journalism. This 'code of ethics' is for use by youth services when dealing with the media. It includes advice on how to complain if young people feel they were misrepresented by the media, for example if the media has sensationalised an incident between police and young people.

OTHER NEWS:**Proposed Street Safety Bill**

The NESB Youth Issues Network (NYIN), in conjunction with YAPA, are currently running a campaign against the proposed Bill. The Bill will give police the power to disperse and question groups of three or more people. The proposal is part of the Government's election promise to 'get tough on crime'. Groups of young people, referred to by the Premier as "gangs of youths wearing baseball caps back the front" are being targeted. Concern is that the Bill will be used disproportionately against

The Police Service have developed a media policy which outlines how to describe suspects, offenders, victims etc. using non-discriminatory and non-offensive language.

Interdepartmental Committees

Interdepartmental committees which comprise of police and youth representatives include:

- Police Ethnic Communities Advisory Committee (PECAC): Police Service
- Juvenile Crime Prevention Advisory Council (JCPAC): Attorney General's Department
- Juvenile Justice Advisory Council (JJAC): Department of Juvenile Justice

Debbie is the YAPA representative on PECAC and JCPAC.

The Anti-Discrimination Board is holding a community consultation with NSW Police Commissioner Peter Ryan to discuss youth/police relations. NESB youth/police issues is on the agenda. The consultation will be held in April 1997.

NESB young people and Aboriginal young people.

Photography of 'Asian' Young People in Bankstown

Late last year, youth workers and young people from Indo-Chinese background complained of being approached and photographed by police in a public space

without charges or arrests being made. The issue was raised with local Patrol Commanders, Police Complaints Unit, PECAC, the Anti-Discrimination Board, Ombudsman, and the Ethnic Affairs Commission. The police have responded by ceasing the photographing, outlining rationale behind the operation, and holding a forum with local youth workers and young people to explain the intent of police activity. The

Ombudsman is currently investigation the matter further.

Finalist for Young Australian of the Year:

Some good news ! Mahidine Obeid, a NSW Youth Delegate who attended the 1995 Summit, was nominated as a finalist for the NSW Young Australian of the Year awards. Congratulations Mahidine !!!

GENERAL UPDATE

Police / Youth Policy- Police & Young People Sharing The State's Future

The South Australia police have published a booklet entitled 'Police and Young People Sharing the State's Future - Police Youth Policy', which was published in August 1996. The report provides an overview of South Australia Police commitment to youth issues. It contains policy statements for police regarding their interaction with young people. The booklet provides information on the ways in which police and young people can understand each other better and how their behaviour can affect their interaction. The booklet includes information on: police youth policy statements, police services for young people, juvenile justice system, examples of good practice with young people.

The Police Youth Policy Statements

As part of their duties, police personnel will ensure that the following policies are observed:

Full Range of Services

Young people will be provided with the full range of services available to all citizens.

Fairness and Respect

Young people will be treated fairly and with respect

Information

Young people will be informed of their legal position and rights

Discretion

Police will show due care in the exercise of discretionary powers

Advocacy

Police will be aware of the difficulties young people can experience during questioning

Public Space

The lawful use of public places by young people will be respected.

Community Perceptions

Police will work with other agencies to address issues involving young people

Police / Youth Programmes

SAPOL is committed to identifying and implementing appropriate programmes for

young people.

Victoria Police Youth Policy Statement

The Victoria Police Youth Policy Statement has been developed by the Youth Advisory Unit, following consultation with numerous community groups, government agencies, police units and young people. The statement is divided into three parts. It profiles young people in Victoria, explains the Victoria Police philosophy in dealing with young people and details the programs and initiatives operating to enhance police / youth relations.

The primary goals are:

- ◆ To treat young people with fairness and respect
- ◆ To reduce youth crime
- ◆ To reduce road trauma
- ◆ To respect the legitimate use of public space
- ◆ To promote police/youth initiatives
- ◆ To support and involve young people in the judicial process
- ◆ To foster positive social change

- ◆ To use the court system as a last resort.

Key Strategies

- ◆ Crime prevention and Road Safety
- ◆ Education
- ◆ Diversion
- ◆ Inter-agency co-operations

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