



National Police Ethnic Advisory Bureau

# **ANNUAL REPORT**

1997 – 1998

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# **1. Background**

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The National Police Ethnic Advisory Bureau (NPEAB) was established under the auspices of the Conference of Commissioners of Police, Australasia and the South West Pacific Region, on 14 April 1993, by way of a Memorandum of Understanding. This was revised in February 1997 following the recommendations of an independent review entitled *The Review of the Effectiveness of the National Police Ethnic Advisory Bureau* conducted by Professor Robert Doyle Ph.D., Charles Sturt University, in 1996.

The impetus for the establishment of NPEAB was the National Conference on Police Services in a Multicultural Australia, held on 28-31 August, 1990 in Melbourne. The Conference recognised the need for a national agency coordinating police responses to and management of cultural diversity in Australia through appropriate strategies focusing on:

- enhancement of professional police service delivery in a culturally and linguistically diverse environment;
- establishment of harmonious relations between police and ethnic communities based on understanding, trust and respect for each other;
- promotion of a partnership policing philosophy involving active participation of ethnic communities.

The coordination of activities at a national level has provided a mechanism for efficient communication channels between jurisdictions resulting in effective utilisation of financial resources and the elimination of duplication of effort.

A blueprint for the establishment of the National Police Ethnic Advisory Bureau was prepared by representatives of all police jurisdictions, the National Crime Authority and the Australian Multicultural Foundation, following a two day workshop in Canberra in October 1991. The Police Commissioners' Conference adopted the recommendations of the Workshop Report in 1992 and accepted the proposal made by Victoria Police to establish the Bureau in

Melbourne. The National Police Ethnic Advisory Bureau was officially launched at the National Gallery of Victoria on 26 July 1993.

The Australian Multicultural Foundation played a significant role in the establishment of the Bureau. The continuing involvement of the Foundation with the Bureau demonstrates the close links forged between police and non-police organisations. This serves as an outstanding example of partnership policing which is the underlying philosophy of modern day policing in Australia. The Commonwealth Government also recognised the importance of the Bureau and through its Department of Immigration and Multicultural Affairs provided project funding until the end of 1996-97.

The National Police Ethnic Advisory Bureau is located at 235 Queens Street, Melbourne, Victoria.

**Insert Photo One**

**Chairperson of NPEAB's Advisory Panel, Superintendent Denis Cairns APM and Executive Director, Ivan Kolarik**

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## **2. Introduction**

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During the year, the Bureau has demonstrated its ability to produce major national policies and strategies, such as, the *National Training Standard for Cultural Diversity for Police* and the *National Guidelines on Descriptions of Persons Issued by Police to the Media*. In addition, the Bureau showed its capacity to deliver practical outcomes of significant benefit to all jurisdictions, such as, *Multilingual Guide for Operational Police*, and *Training Videos on Racism and Racist Violence*. These important results have been achieved with minimum funds and staff.

The year was marked by an upsurge of activities undertaken by the Bureau in partnership with police jurisdictions in Australia in the area of police/ethnic relations. The activities have been far-reaching with major positive impact particularly in the area of ethnic youth, cross-cultural diversity training including anti-racism strategies and communication. The period under review has been highlighted by the consolidation of events initiated in the previous financial year and by the close working partnerships developed between the Bureau, police jurisdictions and the non-police sector.

As part of the Bureau's strategy to improve service provision and its continuous striving for excellence, the Bureau undertook a *Customer Satisfaction Survey* amongst participating police jurisdictions. The survey confirmed the high degree of satisfaction in all key areas of the Bureau's operations, particularly its corporate objectives in relation to policy development, advisory service, information provision, consultation and liaison and the production of publications.

International partnership building with overseas law enforcement agencies has been sustained and, where possible, increased. The Bureau is now considered by the International Community as having a leading edge in the development of innovative and far-reaching strategies for management of cultural diversity.

The Bureau strongly commended the increased commitment from all police jurisdictions to the development of positive police/ethnic relations. The chairing of the NSW Police and Ethnic Communities' Advisory Council by NSW Police Commissioner, Mr Peter Ryan QPM, clearly demonstrates the resolution, at the highest level, to enhance partnership through consultation. In addition, the outstanding outcomes of the *Community Policing in a Multicultural Society Project*, were, to a large extent, due to the unflagging commitment and support of the WA Police Service.

**Insert Photo Two**

**Mr Ivan Kolarik, Executive Director, NPEAB and Superintendent Denis Cairns APM, Chairperson, NPEAB's Advisory Panel, present the Bureau's Plaque to Commissioner Mr Brian Bates APM, Northern Territory Police, in recognition of his jurisdiction's commitment to police/ethnic relations.**

The successful outcomes of the activities highlighted in this report would not have been possible without the total involvement and cooperation of all participating police jurisdictions. Team spirit was evident in all endeavours undertaken between the Bureau and police jurisdictions and fostered healthy debate and a regular exchange of ideas. The linking of jurisdictions through the Bureau has led to a broader awareness and understanding of police/ethnic relations and the development of leading edge practices across Australian police jurisdictions.

**Insert Photo Three**

**Members of the NPEAB Advisory Panel with Government and ethnic community representatives at the Bureau's bi-annual meeting in Darwin**

### **3. Mission and Objectives**

#### **Mission Statement**

***The Mission of the National Police Ethnic Advisory Bureau is to recommend to the Police Commissioners of Australia coordinated national policies, programs and initiatives for improving police/ethnic community relations in Australia.***

#### **Objectives**

As a national agency, the Bureau's objectives are:

- ◆ ***To receive and disseminate information, suggestions, recommendations and concerns regarding the delivery of police services for a multicultural Australia.***
- ◆ ***To assist Police Services throughout Australia to provide police/ethnic community policies, programs and initiatives which are appropriate, effective, efficient and in keeping with national standards.***
- ◆ ***To develop principles, standards, practices and procedures on police recruitment, training and other matters which impact on police-community relations and which may be considered for adoption by police services on a national basis.***
- ◆ ***To provide a marketing and public relations function at the national level for police/ethnic community policies, programs and initiatives.***
- ◆ ***To provide community education on police/ethnic community issues through means such as lectures, forums, meetings, consultations, workshops and conferences.***

- ◆ *To encourage, support and conduct (where appropriate) research on relevant aspects of police/ethnic matters and practices; to monitor and evaluate policies, programs and other initiatives related to police-community issues for possible adoption by police jurisdictions.*
  
- ◆ *To identify, respond to and provide advice on emerging issues and trends of importance and concern to police jurisdictions, governments and ethnic communities.*

**Insert Photo Four**

**Superintendent Denis Cairns APM, Chairperson NPEAB Advisory Panel, and Ivan Kolarik, Executive Director NPEAB discussing Victoria Police initiatives in police/ethnic relations with Chief Inspector John Winther and the Ethnic Affairs Advisor, Mr Savas Augoustakis**

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## **4. Administration**

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The Conference of Commissioners of Police, Australasia and the South West Pacific Region is the governing body of the National Police Ethnic Advisory Bureau. The administrative structure of the Bureau comprises the Advisory Panel and staff of the Bureau (see Figure 1).

The Bureau was charged with the responsibility of preparing a discussion paper for consideration by the Senior Officers' Group to canvass an alternative administrative arrangement involving the Bureau becoming a National Common Police Service operating under the auspices of the Australasian Police Ministers' Council. The discussion paper was prepared by the Bureau in collaboration with the Commissioners' Conference Secretariat and finalised at the Advisory Panel bi-annual meeting held in Darwin on 18 - 19 June, 1998. As there were no apparent advantages from inducting the Bureau as a National Common Police Service, the discussion paper recommended that the Bureau retain its current status as a facility under the direction of the Conference of Commissioners of Police of Australasia and the South West Pacific Region.

### **4.1 Advisory Panel**

The Advisory Panel of the Bureau was established in accordance with Clause 8 of the revised Memorandum of Understanding, which stipulates the composition and function of the Panel (see Figures 1 and 2).

The main function of the Advisory Panel is to advise the Conference of Commissioners of Police, Australasia and the South West Pacific Region on how the Bureau can most effectively achieve its objectives. The Advisory Panel prioritises tasks for the Bureau and advises on strategies to be adopted and projects to be implemented.

**CONFERENCE OF COMMISSIONERS OF POLICE,  
AUSTRALASIA AND THE SOUTH WEST  
PACIFIC REGION**

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**NATIONAL POLICE ETHNIC ADVISORY BUREAU**

*Executive Director  
Administrative Officer/Secretary  
Research Officer*

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**NPEAB ADVISORY PANEL**

- *NPEAB Executive Director*
- *Australian Federal Police*
- *New South Wales Police Service*
- *Northern Territory Police*
- *Queensland Police Service*
- *South Australia Police*
- *Tasmania Police*
- *Victoria Police*
- *Western Australia Police Service*
- *Australian Multicultural Foundation*
- *Department of Immigration and Multicultural Affairs*

**Figure 1.** The Administrative Structure of the National Police Ethnic Advisory Bureau.

The decision to conduct bi-annual meetings of the Advisory Panel in different jurisdictions and to invite local ethnic community representatives to meet with members of the Panel to discuss relevant issues of interest and concern has proven to be a successful strategy welcomed by both police and community sectors.

Two meetings of the Advisory Panel were held in 1997 and 1998, each running for a two day period. The New South Wales Police Service hosted the first bi-annual meeting in Sydney in October, 1997 and the Northern Territory Police hosted the second meeting in Darwin in June, 1998. Both meetings served as an important national forum for the exchange of ideas, the development of new initiatives, networking, and provided general direction for the Bureau's activities and priorities. Guest speakers sharing their expertise with members of the Panel made valuable contributions. An outstanding feature of the Darwin meeting was a visit to remote Aboriginal communities living in the Territory. This experience provided members of the Panel, most of whom have dual responsibility for ethnic and Aboriginal affairs, with a rare opportunity to discuss directly with Aboriginal elders issues of law and order and other relevant issues impacting on their communities.

#### **Insert Photo Five**

**National Police Ethnic Advisory Bureau Panel meeting in Darwin**

<b>REPRESENTATIVE</b>	<b>ORGANISATION</b>
<b>Superintendent Denis CAIRNS APM Chairperson</b>	<b>Victoria Police</b>
<b>Chief Superintendent Owen BEVAN APM Deputy Chairperson</b>	<b>South Australia Police</b>
<b>Mr. Emmanuel ANTHONY PSM</b>	<b>Queensland Police Service</b>
<b>Superintendent Ron CAREY (until November, 1997)</b>	<b>Western Australia Police Service</b>
<b>Mr. B. Hass DELLAL OAM Executive Director</b>	<b>Australian Multicultural Foundation</b>
<b>Superintendent Fred DONOVAN (until August, 1997)</b>	<b>Australian Federal Police</b>
<b>Superintendent Geoff HAZEL (appointed August, 1997)</b>	<b>Australian Federal Police</b>
<b>Commander Bruce JOHNSTON APM</b>	<b>New South Wales Police Service</b>
<b>Superintendent Max JONES (appointed November, 1997)</b>	<b>Western Australia Police Service</b>
<b>Mr. Ivan KOLARIK Executive Director</b>	<b>National Police Ethnic Advisory Bureau</b>
<b>Inspector Adrian LORING</b>	<b>Tasmania Police</b>
<b>Superintendent Mick VAN HEYTHUYSEN (appointed January, 1998)</b>	<b>Northern Territory Police</b>
<b>Superintendent Warren O'MEARA (until January, 1998)</b>	<b>Northern Territory Police</b>
<b>Dr. Thu NGUYEN-HOAN Assistant Secretary</b>	<b>Department of Immigration and Multicultural Affairs</b>

Figure 2. Members of the Advisory Panel as at 30 June 1998.

## **4.2        *Staffing***

The following staff were employed by the Bureau in 1997/1998:

Mr Ivan Kolarik	-	Executive Director	EO 3
Ms Jeanette Latin	-	Administrative Officer	VPS 2
Ms Yasmine Fauzee	-	Research Officer	VPS 3 (resigned May, 1998)

The staff were employed under the Public Sector Management Act 1992 (Vic), Employee Relations Act 1992 (Vic) and the Victorian Public Service Personnel Policy. The position of the Research Officer was not filled by the end of the current reporting period. However, steps were taken to advertise the vacancy. As part of its in-kind contribution to the Bureau, Victoria Police has made available on a regular basis the services of Mr. Wayne Hand, Finance Manager and Mr. Bruce Bryant, Budget Officer, General Policing Department, who acted as financial consultants.

**Insert Photo Six**

**Ms Yasmine Fauzee, Research Officer and Ms Jeanette Latin, Administrative Officer**

### 4.3 *Service Awards*

The Chairperson of the Bureau's Advisory Panel, Superintendent Denis Cairns APM and the Bureau's Executive Director, Mr Ivan Kolarik, were awarded by Chief Commissioner of Victoria Police, Mr Neil Comrie APM a Service Medal and the Service Award Certificate respectively in recognition of many years of diligent and ethical service. The Awards were given at a special ceremony in Melbourne in November, 1997.

**Insert Photo Seven**

**Ivan Kolarik, Executive Director, NPEAB, Superintendent Denis Cairns APM, Chairperson Advisory Panel, Hass Dellal OAM, Executive Director, Australian Multicultural Foundation**

## **5. Funding**

The Bureau's functions were supported financially by contributions from all police jurisdictions in accordance with the authorised police strength as per Section 11.5 of the Memorandum of Understanding. In addition to its financial contribution towards the budget, Victoria Police continued to provide a substantial 'in-kind' contribution which was much appreciated. The 1997/1998 budget of the Bureau was provided according to the percentage rates illustrated in Table 1.

<i><b>JURISDICTION</b></i>	<i><b>CONTRIBUTION</b></i>	<i><b>AMOUNT</b></i>
<i><b>Australian Federal Police</b></i>	<i><b>5.09%</b></i>	<i><b>12,689</b></i>
<i><b>New South Wales Police Service</b></i>	<i><b>31.51%</b></i>	<i><b>78,558</b></i>
<i><b>Northern Territory Police</b></i>	<i><b>1.86%</b></i>	<i><b>4,645</b></i>
<i><b>Queensland Police Service</b></i>	<i><b>15.44%</b></i>	<i><b>38,491</b></i>
<i><b>South Australia Police</b></i>	<i><b>8.34%</b></i>	<i><b>20,798</b></i>
<i><b>Tasmania Police</b></i>	<i><b>2.52%</b></i>	<i><b>6,305</b></i>
<i><b>Victoria Police</b></i>	<i><b>24.25%</b></i>	<i><b>60,464</b></i>
<i><b>Western Australia Police Service</b></i>	<i><b>10.96%</b></i>	<i><b>27,337</b></i>
	<b>TOTAL</b>	<b>249,287</b>

**Table 1.** Police Jurisdictions' Financial Contribution to the National Police Ethnic Advisory Bureau.

Approaches to the Department of Immigration and Multicultural Affairs to renew funding for the Bureau's core operations, as reported in the 1996-97 annual report, were not successful. However, the Department provided project funding of \$14,518 for a research study undertaken by the Bureau during the period under review.

The Australian Multicultural Foundation pledged ongoing financial support to the Bureau's activities and allocated a grant of \$3,000 to the Bureau.

**Insert Photo Eight**

**Mr Bruce Bryant, Budget Officer, General Policing Department, Victoria Police**

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## **6.        *The Year in Review***

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The most outstanding feature of 1997-1998 was the successful conclusion of a number of major projects initiated last year. These projects fall within the main focus areas of the Bureau, such as, cross-cultural awareness training for police, communication, police/ethnic youth relations and general research.

### **6.1        *Finalised Projects***

#### **6.1.1      *Multilingual Guide for Operational Police***

In its endeavour to assist operational police in their interaction with members of the community including overseas tourists, the Bureau produced the *Multilingual Guide for Operational Police*. The Guide was officially launched on behalf of the Conference of Commissioners of Police by the Chief Commissioner of Victoria Police, Mr. Neil Comrie APM. The launch was held in Melbourne in November, 1997, and was well attended by representatives of ethnic communities, media and police. A total of 15,000 copies of the Guide were printed and distributed throughout Australia. In view of the forthcoming Sydney 2000 Olympics, extra copies have been made available to NSW Police Service to meet the anticipated demand. Feedback received from Police Services around Australia indicated the value of this important project as it provides innovative and practical solutions to the everyday problem of police communication with people from diverse linguistic backgrounds.

The Bureau wishes to acknowledge the financial assistance of Aerolineas Argentinas, the Victorian Interpreting and Translating Services and the Australian Multicultural Foundation.

#### **6.1.2      *Training Videos on Racism and Racist Violence***

The Bureau produced two special police training videos addressing the subject

of racism and racist violence entitled *The Difference Racism Makes* and *No Story to Tell*. Both educational aids were officially launched on behalf of the Conference of Commissioners of Police, Australasia and the South West Pacific Region by the Chief Commissioner of Victoria Police, Mr Neil Comrie, APM on 10 November, 1997. The launch was a successful event covered by the media and attended by a large number of representatives of ethnic communities, academia, members of Parliament and Victoria Police.

The videos provide a valuable tool for police trainers as there is often a lack of understanding and awareness of the impact of racist violence on victims. Chief Commissioner Comrie emphasised the importance of the videos and stressed that as professional organisations police in Australia are committed to do their utmost within legislative limits to combat racism and to actively promote harmonious relations with Australia's culturally and linguistically diverse communities.

The videos were distributed to every training district of Police Services in Australia and the Bureau has received favourable comments regarding the value and benefit of the videos as a training tool. Their use as an integral part of cross-cultural training provisions enhances the understanding of police recruits on issues pertaining to racist violence.

The popularity of the videos transcended police boundaries and the Bureau received a number of requests for the videos from non-police organisations engaged in cross-cultural training. In view of the fact that these videos have been specifically tailored to the needs of police training and designed to be used by trained presenters, the videos were not made available outside the police environment.

### **6.1.3 National Training Standard for Cross-cultural Diversity Training**

One of the highlights of the year was the incorporation of the draft *National Training Standard for Cultural Diversity Training for Police*, in the Australian

Policing Competency Standards. During the year the Bureau collaborated with the Australasian Police Education Standards Council and reviewed the competency standards for police in Australia as they relate to the above Standard. There is no doubt that the incorporation of the Standard produced by the Bureau into the Policing Competency Standard is a major breakthrough in the consolidation of cross-cultural awareness training provisions across Australian police training institutions.

#### **6.1.4      *Systematic Collection of Ethnicity Data on Offenders***

The lack of availability of statistical information on crime based on the ethnicity of offenders was recognised as an obstacle to the development of appropriate policing responses and in counteracting allegations of disproportionate involvement in criminal activity by people from diverse cultural backgrounds. Consequently, the Department of Immigration and Multicultural Affairs funded a study on the collection of ethnicity data by the Victoria Police with the view to eventually develop a national model for the systematic collection of this information.

The Bureau commissioned a consultant to undertake the study in Victoria which was conducted over a seven week period commencing in April, 1998. The draft of the study; *Collection of Ethnicity Data on Alleged Offenders: Experience of the Victoria Police* including a suggested model was distributed to all jurisdictions at the June 1998 Advisory Panel Meeting. The jurisdictions will provide the Bureau with their views at the November 1998 meeting. If supported, the report, together with recommendations, will be submitted to the 1999 Commissioners' Conference.

#### **6.1.5      *Customer Satisfaction Survey***

The Customer Satisfaction Survey conducted by the Bureau in August 1997 in accordance with its *Critical Practice Area: Customer Service* of its 1997-98

Business Plan revealed a high level of satisfaction with all key areas of the Bureau's operations by police jurisdictions in Australia. The Bureau either met or exceeded expectations in regard to the following critical areas:

- clearing house function
- policy development
- advisory service/information provision
- consultation and liaison
- production of publications
- administration and organisation of Advisory Panel Meetings.

The respondents also indicated their satisfaction with the responsiveness and professionalism displayed by the staff of the Bureau in attending to inquiries and meeting overall corporate goals.

#### **6.1.6      *Female Genital Mutilation Discussion Paper***

The Bureau completed work on a Discussion Paper on female genital mutilation which was distributed in June 1998 to all jurisdictions for their information. The main purpose of the Discussion Paper was to increase understanding of this practice and to generate discussion on strategies for addressing the issue. The document was discussed at the June meeting of the Advisory Panel and a decision was taken by all jurisdictions to pursue this sensitive issue individually.

#### **6.1.7      *Missing Persons Week***

Following concern expressed to the Advisory Panel by ethnic communities that insufficient information was provided to ethnic media during Missing Persons Week, the Bureau approached the National Missing Persons Unit of the Australian Bureau of Criminal Intelligence suggesting that the information needs of ethnic communities be taken into account. Subsequently, the Bureau arranged a highly productive meeting between SBS Radio and the National Missing Persons Unit in April 1998. This meeting laid the foundations for the

development of a concerted information campaign using bilingual police providing information in a wide range of community languages on SBS Radio during the 1998 Missing Persons Week. The Bureau coordinated the national listings of bilingual police personnel available for this important campaign.

### **6.1.8 *Police/Community Relations Workshop - Western Australia***

The Executive Director of the Bureau was invited by Western Australia Police Service Command to facilitate the Police/Community Relations Workshop which was organised by Western Australia Police Service to develop a user friendly training package for police and ethnic communities to provide a better understanding and good relations between police and newly arrived immigrants. The additional aim of the package was to facilitate easy access to police services and to promote partnerships between police and ethnic communities. The production of the package was recommended by the Community Policing in a Multicultural Society Project which was successfully concluded in Western Australia. As was reported in the previous annual report the Executive Director was actively involved in this innovative project.

The Workshop which was held on 20 May, 1998 at the Police Academy in Maylands, Western Australia, was attended by the key stakeholders and achieved its proposed aims.

## **6.2 *Current Projects***

### **6.2.1 *Submission for National Police Anti-Racism Training Packages***

The videos, *The Difference Racism Makes* and *No Story to Tell*, form the basis for the development of a submission to the Department of Immigration and Multicultural Affairs for funding under its Anti-Racism Campaign, of the National Police Anti-Racism Packages. This was prepared by the Bureau in

collaboration with Liz de Rome and Associates. It is believed that the proposed national strategy would make a major impact on police anti-racism training in Australia.

The submission was considered by DIMA and the Bureau was advised in December, 1997, that the proposal would be reviewed at a later stage based on the findings of a market research commissioned by DIMA and the recommended campaign strategy.

This project remains a top priority for the Bureau and will be vigorously pursued with the Commonwealth Government.

### **6.2.2      *Police/Ethnic Youth Relations***

The main vehicle for advancing sound relations between police and ethnic youth in Australia has been the two-member teams operating in every jurisdiction with the exception of Northern Territory. The teams comprise a police representative in charge of youth affairs and a representative from the youth sector. One of the mechanisms employed to keep the teams abreast of developments across States/Territories was the production of the '*State/Territory Support Implementation Teams Update*'. Two editions of the newsletter were produced during the year under review. Although the concept of the teams is a valuable one, particularly during crisis situations, it has become evident, however, that the effectiveness of the teams would be further enhanced by re-focusing their operations. The future work of the teams will benefit from the greater involvement of the Australian Youth Policy Action Coalition (AYPAC) which has pledged its full support to the Bureau and its endeavors within the youth area.

The Summit Recommendations Steering Committee chaired by the Bureau and comprised of representatives from the Australian Multicultural Foundation, the Ethnic Youth Issues Network, Victoria Police, met on several occasions to plan the future strategies of the teams. Through the Bureau's Executive Director,

the Steering Committee made a recommendation to the Commissioners Conference to hold the Second National Teams' Strategic Planning Forum in conjunction with the bi-annual meetings of the Bureau's Advisory Panel. This strategy, which would allow the Teams to directly report to members of the Advisory Panel, was endorsed by the Commissioners Conference.

By the end of the reporting period the agenda for the Forum was finalised in partnership with the Teams and all administrative aspects of the Forum were agreed upon with the South Australia Police which will be hosting this event in November, 1998.

The dismantling of AYPAC in July, 1998, was viewed with concern by both the Bureau and the teams as this situation will impact on future directions of the teams. The Bureau will seek alternative arrangements to replace AYPAC's active involvement with the youth sector. The Forum will provide a platform for discussion on these important issues.

### **6.2.3      *Ethnic Youth Gangs***

The research project investigating the existence of ethnic youth gangs, which the Bureau supported in the last financial year, proceeded satisfactorily and the Bureau was periodically informed of its status. It is anticipated that the research auspiced by the Australian Multicultural Foundation and conducted by the Department of Criminology, University of Melbourne, together with the Ethnic Youth Issues Network, will be completed at the end of 1998.

The outcomes of the research will provide much needed empirical data to address any areas of concern by such service providers as police and other agencies operating within the social services sector.

#### **6.2.4      *Twenty Questions Booklet for Police***

The Bureau supported, in principle, a project instigated by the Australian Institute of Jewish Affairs involving the production of a booklet providing basic information to police on the Jewish community in Australia and its religion and culture. The thrust of the booklet is to enhance police understanding of the Jewish community and of culturally and religiously determined behaviours which may impact on the provision of professional police services to that community. The Australian Institute of Jewish Affairs submitted its first draft of the "Twenty Questions" booklet to the Bureau for information.

The concept of developing a resource containing concise and accurate information on the major religious groups in Australia was discussed at length with the Bureau's Advisory Panel at the June meeting. The idea was supported particularly as easy access to information of this kind would be of value to operational police in their every day interactions. Consequently, the Bureau was tasked to examine the best approach for collecting and disseminating information on major cultural and religious groups in Australia. By the end of the reporting period, the Bureau commenced work on this project.

#### **6.2.5      *National Workshop on Recruitment from Ethnic Communities***

One of the major roles of the Bureau is to develop standards, practices and procedures on police recruitment as these refer to the cultural diversity of Australia. Given the importance in which recruitment from ethnic communities is held by all jurisdictions in Australia, the Bureau has approached the 1998 Commissioners' Conference with a recommendation to hold a national workshop on recruitment from ethnic communities. The Workshop would develop a national strategy for recruitment from ethnic communities and establish benchmarks in this area. This proposal was endorsed by the Commissioners' Conference and following approval, the Bureau established the Workshop Steering Committee comprised of representatives from South

Australia Police, NSW Police Service and Queensland Police Service. The Commissioner of South Australia Police, Mr Mal Hyde APM, had agreed to host the Workshop. By the end of the reporting period the Steering Committee met in Adelaide where it developed the Workshop program and addressed administrative issues in connection with the Workshop which will be held on 25 - 27 November, 1998 at SAPOL Headquarters in Adelaide. The SAPOL has also undertaken to provide facilitators for the Workshop.

The planning process was assisted by the collection of information on recruitment practices from all jurisdictions which the Bureau requested and subsequently produced a summary of the findings in a document entitled *Report on Recruitment of People from Culturally and Linguistically Diverse Backgrounds*, July 1998.

### **6.2.6 National Recruitment Video - Feasibility Study**

Jurisdictions have been, for a number of years, endeavouring to increase the ratio of representation of people from diverse cultural and linguistic backgrounds within their ranks. The Bureau believes that the recruitment activities would be considerably assisted by the availability of a generic recruitment video which would promote policing as a rewarding career. The video would be made available to ethnic community organisations, schools and other venues with the aim of supporting recruitment drives, particularly informing parents who have, in many cases, significant influence over the choice of their childrens' careers. The video would depict different facets of policing across Australian Police Services focusing in particular on community involvement policing.

Following successful negotiations between the Bureau and the Victoria Police Training District to conduct a feasibility study on the viability of such a video, the Bureau has had a number of discussions with the Video Graphics Unit of the Victoria Police regarding production of the video.

### **6.2.7      *National Audit of Police Projects for Managing Cultural Diversity***

One of the key priorities for the Bureau as suggested by the *Review of the Effectiveness of the National Police Ethnic Advisory Bureau* was monitoring of the implementation of policies and programs undertaken by Police Services in Australia in the area of management of cultural diversity. The preliminary work on this major project commenced shortly after the appointment of the new Research Officer. The project framework including the methodology have been finalised and work commenced on a discussion paper on the project for the November meeting of the Bureau's Advisory Panel.

### **6.2.8      *Service to Police Jurisdictions***

The Bureau's proactive role in providing information services and advice to police jurisdictions remained a high priority. For example, advice as well as practical assistance was provided on psychometric screening of applicants intending to join Police Services; monitoring ethnic media as part of information dissemination to all jurisdictions; development of media campaigns utilising ethnic media; and advising individual jurisdictions on proactive measures to be taken regarding potential tensions within ethnic communities. During the year under review the Executive Director visited almost all jurisdictions in an attempt to maintain ongoing contact with police jurisdictions as well as ethnic communities.

## **6.3      *Policy Development***

Since its inception, the development of national policies addressing police management of cultural diversity has been foremost in the Bureau's corporate goals. The Bureau was pleased to report that these goals have been fully attained at almost all levels. Currently, the majority of police jurisdictions in Australia have in place well planned policies and strategies which address the area of police/ethnic relations thus responding professionally to the challenges

of a culturally and linguistically diverse society. It is equally satisfying to note that the policies which have been enacted in recent years, including the year under review, reflect the Bureau's *National Governing Principles For Policing In A Culturally Diverse Australia*.

In 1997-1998 the Bureau assisted South Australia Police and Northern Territory Police with the development of comprehensive policies which will be similar in nature to those already adopted by other jurisdictions. It is anticipated that by the year 2000 all police jurisdictions in Australia will have in place policies reflecting the common goals pertinent to the provision of culturally sensitive and professional services. While there is an effort to achieve a uniform treatment of issues, it is important that policies are flexible enough to accommodate and reflect the different needs of individual jurisdictions.

## **6.4 Publications**

### **6.4.1 NPEAB News**

The fifth issue of the Bureau's popular annual publication, the *NPEAB News* was produced in partnership with the Victoria Police and was published in April 1998. The contents of *NPEAB News* reflects a suggestion made in the *Review of the Effectiveness of the National Police Ethnic Advisory Bureau* that the newsletter should publish articles on a variety of relevant subjects in addition to reporting on achievements around Australia. The newsletter was widely distributed in Australia and overseas and the Bureau received complimentary remarks about its standard. The *NPEAB News* reflects the Bureau's commitment to excellence.

### **6.4.2 List of New Additions to Police Libraries in Australia**

The Bureau has continued producing its quarterly *List of New Additions to Police Libraries in Australia*, promoting the availability and location of literature on police/ethnic affairs, immigration and multiculturalism. An additional

function of this publication is to raise awareness of the Bureau's resources. The list has been distributed throughout Australia to police jurisdictions, police libraries and tertiary institutions offering courses in Police Studies and Criminology with increasing demand from other non-police agencies and institutions.

### **Insert Photo Nine**

**Examples of NPEAB's latest publications**

## **6.5      *Other Activities***

### **6.5.1      *NPEAB Library***

The special library collection focusing on police/ethnic community relations, immigration and ethnic affairs continued to grow steadily. The catalogue system was reprogrammed to facilitate user friendly access to library materials. The library provided a useful information base particularly for students of criminology and ethnic affairs and police engaged in study and research. The collection was promoted through NPEAB publications.

### **6.5.2      *International Contacts***

During the period under review, the Executive Director travelled to Europe as part of his annual leave. He utilised this opportunity to make contact with police

agencies in Switzerland, Czech Republic, Holland and Belgium. A particularly useful contact was established with the Institute of Criminology and Social Prevention in the Czech Republic with which the Bureau periodically exchanges information.

**Major J. Kratochvil, Czech Criminal Police with Mr I. Kolarik, in front of the Ministry of the Interior, Prague, Czech Republic**

During the course of his interaction with police personnel in these countries the Executive Director discussed a wide range of issues relating to the management of cultural diversity, ethnically based crime in Europe and the activities perpetrated by ultra-right wing extremist organisations. Considerable information and materials were collected which were made available to Australian law enforcement agencies.

During his stay in Holland, the Executive Director met with officers from the RADAR Anti-Discrimination Foundation based in Rotterdam and the municipal and police authorities to discuss the establishment of a special facility in Europe which will be based on the model of the National Police Ethnic Advisory Bureau. The Executive Director's meetings with the European Migrant Forum in Brussels led to the inclusion on the Forum's agenda of law and order issues as they relate to ethnic minorities in Europe. The eight days of meetings in Europe

clearly confirmed Australia's leading edge in management of cultural and linguistic diversity.

### **6.5.3      *Lecturing Engagements***

The Executive Director continued to provide presentations at the Australian Institute of Police Management, Manly, NSW, where he lectured on a *National Perspective on Police and Ethnic Affairs Policy* to students from around Australia attending the Police Management Development Program Course. In addition, the Executive Director reestablished links with the Australian Emergency Management Institute where he lectured to students attending the Evacuation Management Courses. The fact that these institutions request talks on issues pertaining to our cultural diversity clearly demonstrates a commitment from these peak educational bodies to better understand and respond to the challenges offered by Australia's cultural diversity. It should be noted that a lecturing fee is charged by the Bureau.

The Executive Director is also a frequent guest speaker to community service organisations, such as Rotary.

### **6.5.4      *Marketing and Promotions***

As part of the Bureau's endeavour to ensure that the community at large are aware of its mission and objectives, 5,000 leaflets on the Bureau were produced and distributed throughout Australia.

During the year under review, the Bureau organised access to Internet and is on e-mail: **npeab@police.vic.gov.au** . Preliminary steps have been taken to establish an NPEAB Website.