

Current as at 13 September 2022

**EXECUTIVE SUMMARY**  
**SENIOR WOMEN'S COLLECTIVE**  
**COI Notice Number 2.050**

**BACKGROUND:-**

Following discussions between (then) Commissioner Ian Stewart and (then) Assistant Commissioner Linford, SWC were asked to provide information on experiences (both positive and negative) regarding workplace behaviour. The responses were then collated by the secretariat into one single document.

This document was entitled "**Be Informed by Lived Experiences**". The document was not considered to be an investigation, research or an assessment. It was an opportunity for women to provide a written account of their experiences and became a collation of narratives from voluntary contributors.

It is the understanding of the SWC secretariat that this COI notice has specific inquiries in relation to the "**Be Informed by Lived experiences**" document.

**(a) The Aim/date/authorship/intended audience:**

The initiative followed an acceptance and acknowledgement that results from reviews on other Police Services across Australia would have similar results in Qld. (eg: AFP, SAPOL, VICPOL)

A presentation by a visiting Assistant Commissioner from VICPOL spoke about the powerful impact of people being informed by the lived experiences of others.

Contributors were requested to provide narratives (both positive and negative) on experiences within the QPS throughout their careers. The final document included information from many different ranks and classifications and spanned a **30 plus year duration**.

Contributors were anonymous and submissions were entirely voluntary. Some provided direct accounts to the secretariat and others provided their narratives via a third party. The final document was de-identified. Initially the document was for the consideration of SWC members only. The document was classified as "**Protected**" to protect the contributors from any possible disciplinary considerations for failing to follow mandatory reporting requirements about certain behaviour.

**(b) Who Received/Considered/Addressed (as known by the SWC secretariat).**

The secretariat received the contributions and collated them into one document over a period of months in late 2017.

The Chair presented the document to (then) CoP Ian Stewart. Following discussions, it was agreed the document would be shared with ELT members to discuss a way forward.

On 28 November 2017 the document was included as an ELT Vidcon Agenda item and further discussed at ELT on 23 January 2018.

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Each ELT member was asked to read the document and return to ELT with suggestions about how the executive group can lead cultural change around predatory behaviour, sexual harassment and bullying.

Individual contributors were engaged from a welfare perspective before, during and after the presentation of the document to ELT.

Updates were provided to SWC members via email from the Chair.

Discussions were had regarding outcomes.

SWC had contributed directly to the Inclusion and Diversity work within the QPS. In particular, the document generated discussion around the need to create a "safe place" for members to attend to talk about their own individual experiences, obtain support and advice about a way forward.

The Inclusion and Diversity Action Plan Working Group met to progress a range of initiatives in the Inclusion and Diversity plan in particular the setup of the "safe place" that would sit outside the QPS where QPS employees can report issues/events/crimes and be supported (this became JUNIPER and some time later - WAST).

**(c) The outcomes of all such the (sic) research, investigation/s and/or assessments.**

From an SWC perspective, this document was developed initially to provide an avenue for contributors to tell the story about their individual experiences throughout their careers.

Consideration of the content of the document had a direct influence on the creation of many initiatives designed to improve the working conditions of all QPS employees (eg Inclusion and Diversity action plan and strategy; state-wide presentations promoting the plan; modification and modernisation of the Flexible Working arrangements and policy) and the creation of Juniper.

**(d) Any actions taken in response to all such (sic) the research, investigation/s and/or assessment/s;**

The SWC was an initiative to provide mentorship, networking, welfare/support and development opportunities for women within the QPS and to influence change in the organisation.

The Chair was a direct conduit to the Senior Executive Leadership Team (ELT).

The "Be Informed by lived experiences" document was presented as an ELT Agenda Item.

The document provided guidance on educational strategies on Inclusion and Diversity within the QPS for all members.

In May 2018 Consideration was given to completing video recordings of de-identified contributors to use to further inform QPS members of the impact of negative behaviours in the workplace. This project was not finalised due to some legal implications.

Many positive initiatives were instigated as a direct influence from SWC discussions and input including gender engagement sessions, Leadership Identifying Female Talent program; guest speakers and presentations on leadership and diversity; empowerment to challenge the status quo; unconscious bias training, modernisation of flexible working arrangements, Inclusion and Diversity

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Action plan and strategy independent of Juniper, Unit specific facilitated discussions; identifying and addressing barriers to success; defining and communicating clear expectations to staff; Academy facilitated coaching programs; Union engagement.

