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DOC21/191466

EXECUTIVE BRIEFING NOTE

SUBJECT: UPDATE 2 - ESTABLISHMENT OF 'POLICE FIRST NATIONS REFERENCE GROUP'

PURPOSE:

1. The purpose of this report is to seek approval from the Commissioner for the First Nations and Multicultural Affairs Unit (FNMAU) to establish a state-level focused 'Police First Nations Reference Group' (PFNRG).

BACKGROUND:

2. In November 2020, the Queensland Police Service (QPS) officially launched the FNMAU within the Communications, Culture and Engagement Division. The FNMAU aims to build internal and external organisational policing strategies to enhance how the QPS engages and responds to First Nations communities.
3. Since the commencement of the FNMAU, there has been feedback provided to the unit by First Nations community members that there is a need for a state-wide focused reference group.
4. Creating a regular PFNRG would be beneficial to strengthen relationships and promote transparency between the QPS and First Nations communities. It would also enable the QPS and First Nations community members to come together to share information about policing and prevention activities, discuss important state-wide issues and seek community input and feedback.
5. The FNMAU is proposing to establish and facilitate the PFNRG. The PFNRG will focus on state-wide initiatives, with meetings occurring quarterly. The attached 'PFNRG Terms of Reference' outline the proposed group's functions and objectives. The PFNRG would seek to be an information-sharing platform only, and as such, the TOR are reflective of this.
6. Should the concept be approved, the FNMAU are proposing to hold the first PFNRG on 18 March 2021, which coincides with 'National Close the Gap Day'. The establishment of the PFNRG would serve the tenets of both the state and national government initiatives to 'Close the Gap'. The 'Close the Gap' initiative is underpinned by the belief that when First Nations peoples have a genuine say in the design and delivery of policies, programs and services that affect them; better life outcomes are achieved.

ISSUES:

7. **Community Trust** – The FNMAU has received direct feedback from First Nations community members that there is a need for a PFNRG. The former Cultural Engagement Unit held quarterly 'Indigenous Police Reference Group (IPRG)' meetings in QPS Headquarters. However, IPRG meetings have not taken place for over two years. As such, First Nations community members have expressed anger at not communicating with the QPS in a similar forum. The formation of the PFNRG would provide the QPS with an avenue to build community trust. The QPS would proactively seek and share information from First Nations communities ensuring community views are considered in the

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development of policing responses across the state and, in turn, contribute to building community trust.

8. **Strategic Objectives** – The establishment of the PFNRG provides an opportunity to partner with the community as per the QPS Strategic Plan 2020-2024.
9. **Prevention Together** - There is a collective recognition that current policing is ever-more complex, and it is essential for police to share problem-solving with the community. The PFNRG would provide an opportunity for the QPS to engage and work together with First Nations communities to seek general and culturally appropriate solutions. Subsequently, establishing a PFNRG would contribute to the QPS's cultural capability to better respond to the First Nations community and organizational issues.
10. **Perception of South East Queensland Focus** – Initially, the FNMAU would hold the meetings within QPS Headquarters at 200 Roma Street, Brisbane. This meeting location may give the impression the PFNRG would have a south-east Queensland focus; however, to mitigate this technology can be used and police liaison officers can encourage participation across Queensland to enable the meetings to have a state-wide reach. Additionally, the FNMAU would be willing to host the PFNRG in other areas within the state.
11. **COVID-19** – COVID-19 has often impacted the ability to host in-person meetings. However, the online platform (Microsoft Teams) will enable the PFNRG to meet regularly (as per the TOR).

UPDATE 1 – 9th August 2021

12. The establishment of PFNRG is a QPS First Nations led piece of work. There were over forty people nominated to be on the PFNRG. First Nations members within the FNMAU selected and interviewed prospective external representatives from across the state. QPS First Nations members shortlisted and selected the final group to take part in the PFNRG (See Reference Group list below).
13. The panel selected this group based on the following criteria to ensure diversity within the group:
 - Community Elders
 - Community Leaders
 - Academia experience
 - Government
 - Non-Government
 - Demographic Locations
 - Youth Representation
 - Gender Balance
 - Aboriginal or Torres Strait Islander Representation

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QPS First Nations Reference Group						
No.	Name	Representation	What value do they bring to Group	Location	Email	Phone
1	Aunty (Professor) Henrietta Marie	Aboriginal - Gimuy Walubarra Yidinji	Aboriginal / Elder / Academic / Regional	Cairns		
2	Aunty (Professor) Boni Robertson	Aboriginal - Kabi Kabi	Griffith University academic and Brisbane elder / Aboriginal	Brisbane		
3	McRose ELU	Torre Strait -	Torres Strait Elder & Academic	Brisbane / Torres Strait		
4	Bill Ivinson	Aboriginal & Torres Strait	Elder / Brisbane / Aboriginal	Brisbane		
5	Stephen Tillett	Torres Strait - St Paul's on Moa Island	TSI / GOV / DIAG / Ex-FN police officer	Cairns		
6	Jesse Williams	Torres Strait -	Youth / Torres Strait Leader former NFL player	Brisbane		
7	Sammy Leone	Aboriginal	Cultural Capability Coordinator - Jabiru Community College / Youth / Brisbane / Aboriginal	North Brisbane		
8	Marlene Longbottom	Aboriginal - Yuin	Academic / Aboriginal / Regional	Cairns		
9	Cr. Aven Noah	Torres Strait - Meriam People	Councillor / Elder / Community Leader	Mer		
10						
11	Rosemary Malone	Aboriginal - Darumbal	Gov / Aboriginal / Regional	Rockhampton		
12	Christine Thomas	Aboriginal	GOV / Aboriginal	Sunshine Coast		
13	Kerry Turner	Aboriginal - Kalkadoon	Driving Trainer			
14	Lawrance ANDERSON	Aboriginal	Elder	Cunnamulla		
15	Kerry MAJOR	Aboriginal - Kalkadoon	Kalkadoon community member, works in the NGO sector	Mt Isa		
16	Rachel Atkinson	Aboriginal - Yorta Yorta	CEO of Palm Island Community Company. Regional Palm Island and Townsville	Townsville		

14. This PFNRG is a piece of work that will contribute to the tenets of the "National Closing the Gap" Strategy. It will do this because the establishment of the group was and will be First Nations led. Furthermore, it will enable 'First Nations' voice to be included in QPS policy and strategy development.

15. The First Nations Liaison team is aiming to hold the first meeting in September or October 2021, date to be advised once confirmed.

UPDATE 2 – 4th February 2022

ISSUES:

- On the 25th November 2021 an internal briefing to then ED [REDACTED], was undertaken regarding identified issues with the member selection process of the PFNRG.
- In the establishment of the PFNRG, it was identified that an EOI process was not facilitated to recruit suitable community members in line with contemporary, transparent, and open government practices.
- Selection of the existing group was through personal contacts and academia networks, with some members relaying their involvement in the group was at the urging of former FNMAU officers only. Of note, no vetting process was conducted.

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19. Upon review, the group membership does not provide adequate geographical representation or diversity in awareness and experience of First Nations issues to best advocate, support and represent the communities of Queensland. One member resides interstate with no cultural lineage to Queensland, another is now deceased, and several are clustered to localities (Cairns, Brisbane).
20. Whilst an initial introductory meeting of the group was facilitated on 17 September 2021, no further meetings have been conducted. During this meeting, members questioned the lack of a formal expression of interest process and lack of remuneration.
21. No minutes were recorded at that meeting, the senior officer present citing the event was a meet and greet only and accordingly formal recording was not required.
22. The selection process undertaken of a significantly important and politically sensitive advisory group would not withstand scrutiny and has the potential to create a high reputational risk to the Service.
23. Inquiries with other government agencies have found their groups are advertised publicly with a strict selection process followed and appropriate meeting remuneration provided, which withstands scrutiny, probity, and the public interest.

RECOMMENDATION:

24. It is recommended the current PFNRG be dissolved due to the methodology of the initial membership recruitment process.
25. If supported, it is recommended that formal communication be provided to the membership that the group is to be dissolved drafted by FNMAU.
26. It is recommended a new Police First Nations Advisory Group (PFNAG) be established in alignment with the Police Multicultural Advisory Group (PMAG) with recruitment for PFNAG be conducted following a transparent and ethical process ensuring adequate geographical and community representation to support Queensland First Nations communities and enhance cultural capability of the Service. Preparation of this EBN is in progress.
27. It is recommended the content of this briefing note be supported.

**A/EXECUTIVE DIRECTOR
COMMUNICATIONS CULTURE &
ENGAGEMENT DIVISION**

Contact Officer:

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<p>NOTED / SUPPORTED / APPROVED Comment:</p> <p>DEPUTY COMMISSIONER (REGIONAL QUEENSLAND) / /2022</p>	<p>NOTED / SUPPORTED / APPROVED Comment:</p> <p>DEPUTY COMMISSIONER (SOUTHERN QUEENSLAND) / /2022</p>
<p>NOTED / SUPPORTED / APPROVED Comment:</p> <p>DEPUTY COMMISSIONER (CRIME, COUNTER-TERRORISM AND SPECIALIST OPERATIONS) / /2022</p>	<p>NOTED / SUPPORTED / APPROVED Comment:</p> <p>DEPUTY COMMISSIONER (STRATEGY & CORPORATE SERVICES) / /2022</p>
<p>NOTED / SUPPORTED / APPROVED Comment:</p> <p>COMMISSIONER / /</p>	

