



## QUEENSLAND POLICE SERVICE

### First Nations Reference Group Meeting Minutes

<b>Meeting Date:</b>	Monday 11 July 2022
<b>Location:</b>	Commissioner's Large Conference Room, Level 3 Police Headquarters / MS Teams
<b>Time:</b>	12:00pm – 1:00pm
<b>Attendees:</b>	Deputy Commissioner Steve Gollschewski, Southern Queensland (Chair) Aunty (Professor) Boni Robertson Sammy Leone Christine Thomas Aunty Kerry Turner (online) Uncle Bill Ivinson (online) Associate Professor Marlene Longbottom (online)
<b>Secretariat:</b>	Inspector, Strategy and Performance Officer, Southern Queensland Executive Assistant, Southern Queensland

#### TOPICS OF DISCUSSION

##### DC's Opening Comments and Proposed Next Steps

DC Steve Gollschewski

- Thanked the First Nations Reference Group (FNRG) for providing their responses to the questions raised out of session.
- The review of the Communications, Culture and Engagement (CCE) Division has been finalised and QPS is now in the process of implementing the recommendations.

Inspector Deb Haworth:

- Gave an overview of the responses provided by the FNRG to questions raised out of session.

DC Steve Gollschewski:

- Next steps: Within the next month, we need to establish an agreed approach on the future direction for the FNRG.
- It is proposed this is done by:
  - Re-write the Terms of Reference (TOR) for the FNRG.
  - Reflect on the appropriate membership of the group going forward.
    - Current membership was not compliant with the whole of government process via Smart Jobs – need to liaise with DATSIP to ensure compliance.
    - Some members have left the FNRG. We need to identify who is missing or whether there are communities that are underrepresented.



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- Draft a 12-month Action Plan, including input from QPS and FNRG, to outline achievable and workable outcomes in the short, medium and long-term. This should include priorities and KPIs.
- Arrange:
  - An in-person workshop with members of the FNRG to discuss TOR, Action Plan, Membership etc.
  - A meeting with the Commissioner, DC and selected members of FNRG to seek approval for the plan going forward
  - The next FNRG meeting, in accordance with the formalised TOR.

#### Group Response and Discussion

Associate Professor Marlene Longbottom:

- Raised importance of open dialogue about the approach and process.

Aunty Kerry Turner:

- Raised the importance of honesty and transparency to gain trust and respect in order for the FNRG to move forward with purpose and intentions.

Uncle Bill Ivinson:

- Raised the need to examine what has been done previously and incorporate the good outcomes/what is working. A concern was raised about the second part of the Look To The Stars (LTTS) program, and the need to have a future process where the community is involved.

Aunty (Professor) Boni Robertson:

- Supported the matters raised by Uncle Bill. A lot of people have lost faith in the group, and it is important to regain confidence in the organisation and in communities. We need to be accountable for the integrity of our intent.

Christine Thomas:

- Queried how implementation will go if there is a distinct disagreement between what CCE and the FNRG outlook.
- If this group was dissolved, the fallout would be harmful and significant.
- Raised a concern that although not the intention of the QPS, there has been many examples of actions that have been harmful. This is causing more harm than good, and it is detrimental.
- FNRG should provide support to the QPS First Nations and Multicultural Affairs Unit (FNMAU) to better understand cultural obligations.

DC Gollschewski:

- Cultural awareness training is being increased for recruits and also localised training.
- Uncle Bill Ivinson raised that the lack of cultural capability training happened directly after QPS and emergency services came together.



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Associate Professor Marlene Longbottom:

- Regarding the FNRG not being invited to the QPS NAIDOC Flag Raising Ceremony, in terms of process this was a significant demonstration of lack of respect for the FNRG and what they bring to the QPS. There were also actions taken by QPS which were not respectful (e.g. appropriate guests were not acknowledged, poor timing of agenda).
  - **ACTION:** DC Gollschewski to follow up on the issues raised around the NAIDOC Flag Raising Ceremony.
  - **ACTION:** DC Gollschewski to seek an apology from the Commissioner to Aunty McRose for the NAIDOC Flag Raising Ceremony.
- The FNRG is doing the best they can to improve relationships, but at the moment it is very strained. The FNRG members are here with good faith and good will.
- This is about cultural capability – people are still incapable at all ranks.

Aunty (Professor) Boni Robertson:

- There needs to be an audit of accountability after 12 months on who has done what.

Associate Professor Marlene Longbottom:

- Priorities and KPIs, and how this aligns with the QPS Strategic Plan.

Aunty (Professor) Boni Robertson:

- Raised an instance of QPS' lack of cultural awareness at NAIDOC Flag Raising Ceremony.
- The FNMAU needs members who are culturally aware and has integrity and knowledge to avoid disrespect occurring in future.

#### Next Meeting

To be confirmed.

#### Meeting Close

The meeting was closed at 12:00pm.