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EXECUTIVE BRIEFING NOTE**SUBJECT: QUEENSLAND POLICE SERVICE RECONCILIATION ACTION PLAN****PURPOSE:**

1. The purpose of this report is to seek approval from the Commissioner for the Queensland Police Service (QPS) to register with 'Reconciliation Australia' (RA) to develop a QPS Reconciliation Action Plan (RAP).

BACKGROUND:

2. RA was established in 2001 and is the national body for reconciliation in Australia. RA is an independent not-for-profit organisation that promotes and facilitates reconciliation by building relationships, respect and trust between the wider Australian community and First Nations Aboriginal peoples and Torres Strait Islander peoples.
3. The aim of a RAP is to create culturally safe and welcoming workplaces. The RAP program provides a framework for organisations to support the national reconciliation movement. It includes practical actions to drive an organisation's contribution to reconciliation both internally and in the communities in which it operates.
4. The RAP Program contributes to advancing the five dimensions of reconciliation by supporting organisations to develop respectful relationships and create meaningful opportunities with First Nations peoples. The five dimensions include (1) historical acceptance; (2) race relations; (3) equality and equity, (4) institutional integrity and (5) unity.
5. The RAP framework enables organisations to contribute to reconciliation by:
 - a) building and encouraging relationships between First Nations peoples, communities, organisations, and the broader Australian community
 - b) fostering and embedding respect for the world's longest surviving cultures and communities.
 - c) develop opportunities within the organisation or services to improve socio-economic outcomes for First Nations peoples and communities.
6. To develop a RAP, all organisations must complete the RAP accreditation process. The process is Registration, Draft RAP, RAP Review and Development Process, RAP Conditional Endorsement, RAP Formal Endorsement and RAP Implementation. Further information is available at <https://www.reconciliation.org.au>.

ISSUES:

7. **Strategic Objectives** – A QPS RAP would contribute to the QPS Strategic Plan 2020-2024 objectives, our people, our community, our relationships, our community. Other police organisations such as Western Australia Police and South Australia Police have developed and implemented RAPs. They have advised the First Nations and Multicultural Affairs Unit (FNMA) that it has been a positive for the relationship building process. The development and implementation of a QPS RAP would allow for an opportunity for the QPS to partner with the First Nations community to undertake meaningful engagement and seek culturally

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appropriate internal and external strategies. Without the demonstrated commitment of a RAP, the current QPS actions could risk appearing as tokenistic to First Nations communities.

- 8. Community Engagement** – The development of a RAP would require community engagement and consultation. The FNMAU would have to develop and implement a RAP engagement strategy with First Nations communities across Queensland. Engagement and appropriate consultation with First Nations communities will take a few months to complete. Whilst consultation and engagement would take time, it would also allow the QPS to strengthen relationships with First Nations communities.
- 9. Reputation** – The QPS has been criticised in the past by First Nations community groups for not having a RAP. The specific criticism revolves around the perception that the QPS are not prioritising proactive actions surrounding First Nations issues and policing challenges. The QPS' failure to have a RAP has contributed to the perception of an "us and them" mentality. The existence of this perception has been recorded widely in both government and academic research and reviews. Creating a RAP will work towards changing this perception and reducing organisational criticism from First Nations communities.
- 10. Broader benefits** - The absence of a RAP could see the QPS miss beneficial opportunities such as the,
 - a) implementation of a tried and tested framework that is proven to drive reconciliation through practical actions
 - b) turning QPS' good intentions into action by formalising the organisation's commitment to reconciliation
 - c) reaffirming institutional integrity by embedding an engaging framework contributing towards good governance practices.
 - d) Joining a dynamic, supportive and fast-growing network of RAP organisations.
 - e) gaining greater esteem as an employer of choice and build a more dynamic and diverse workforce
 - f) enabling our staff to develop greater cultural awareness and professional development practices that will strengthen relationships with First Nation's stakeholders
 - g) gaining access to new markets and better engagement with existing markets
 - h) ensuring more effective and relevant service delivery to First Nations peoples and communities.
- 11. Cultural Change** – RAPs appears to be making a difference across Australia in workplaces, universities, schools, government and community organisations. The development of a QPS RAP will bring about a cultural shift or change within the organisation. It would focus on four key areas for the organisation to start their reconciliation journey. These consist of Relationships, Respect, Opportunities and Governance and Reporting. Should the QPS develop and implement a RAP, the FNMAU would utilise the theme "Building Cultural Capability Together" for the RAP to demonstrate commitment to working with all areas of the organisation and with the community.
- 12. Budget/Cost** – Registering a QPS RAP with RA will not incur a fee. However, the RAP development, consultation, and engagement phase will require the FNMAU to utilise its

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operating budget for travel and accommodation expenses. In the longer term, the commitment to the action plan's deliverables may incur an investment by the QPS.

RECOMMENDATION:

- 13. Should the concept be approved, the FNMAU is proposing to register with Reconciliation Australia and commence engagement with the community as soon as possible. It will then undertake communications and promote awareness about the RAP across the QPS during Reconciliation Week, **from 27th May 2021 to 3rd June 2021**. The FNMAU would seek to launch the RAP during NAIDOC Week, **from 4th to 11th July 2021** (providing consultation and engagement has been completed with First Nations communities).
- 14. It is recommended the Commissioner approve the concept of registering and developing the QPS' first RAP.

Michelle Taylor
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<p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p>DEPUTY COMMISSIONER (REGIONAL QUEENSLAND) / /2021</p>	<p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p>DEPUTY COMMISSIONER (SOUTHERN QUEENSLAND) / /2021</p>
<p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p>DEPUTY COMMISSIONER (CRIME, COUNTER-TERRORISM AND SPECIALIST OPERATIONS) / /2021</p>	<p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p>DEPUTY COMMISSIONER (STRATEGY, POLICY AND PERFORMANCE) / /2021</p>

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