

QPS DFV Documents

Sent: Wednesday, 7 September 2022 11:41 PM

Commissioner

DEPUTYCOMMISSIONER.SOUTHERNQUEENSLAND

<DEPUTYCOMMISSIONER.SOUTHERNQUEENSLAND@police.qld.gov.au>

Subject: INTENTIONS TO SEPARATE FROM QPS, DUE TO NO CULTURAL SAFETY (RACISM)

Disclaimer: I DO NOT wish for any member from the QPS, First Nations and Multicultural Affairs Unit to contact me.

Commissioner Carroll
 Deputy Commissioner Gollschewski
 Assistant Commissioner Codd - DFV Command
 Assistant Commissioner Harsley - Brisbane Region
 Claire Coates - HR, Injury Management Coordinator

I wish to formally inform you of my intentions to separate from The Queensland Police Service (QPS), after 26 years of dedicated service to serving my peoples, First Nations - Aboriginal and Torres Strait Islanders and the Queensland community.

Before I continue any further, I wish to position myself: I am First Nations - Aboriginal and Torres Strait Islander (Indigenous) man, with strong cultural ties and connections to the Kaurareg, Gudang and Meriam peoples. My indigenous heritage is deeply rooted, having a broad expanse of cultural capital, connections and networks within community, academia, government and public sector across the State and Australia. I also share strong foundational lineage to the Mongoprang people of Papua New Guinea. I am a very proud and recognised Aboriginal, Torres Strait Islander and Papua New Guinean, recognised by my peoples. I am a person of colour (POC).

As you are aware I have been on Sick Leave since 28th March 2022, suffering *cultural fatigue/cultural burnout*. Whilst the symptomatic conditions diagnosed is cultural fatigue, it is acutely related to my personal, lived experiences of racism and discrimination, seen, heard, and felt throughout the total expanse of my career and the various areas I worked within the QPS.

Racism does exist in the QPS and continues to thrive and be accepted as an 'organisational cultural norm'. It presents in forms of micro and macro aggression of racism.

It is evident in the daily experiences of this organisation's *cultural experts*, Police Liaison Officers & Torres Strait Island Police Liaison Officers (PLO). The QPS has no insight into PLO experiences of racism, as PLOs know that they are the most devalued and unsupported cohort in the QPS. The QPS is dismissive of the fact that some of them are cultural leaders, traditional custodians, academics, and some hold high dignitary roles culturally and professionally across their communities. I have borne and taken carriage of PLO, indigenous and POC afflictions relating to micro and macro aggressions of racism, for a long time and it has broken me.

The QPS is a long way off in comprehending and seeing what the true context of what is being 'culturally aware'. Until then attempts to build and understand 'cultural capability' will simply be attempts that are performative actions, set on repeat. When the service is reflective of its indigenous and cultural diversity across executive leadership roles, all ranks including unsworn, we will then begin to see cultural capability. This capability will be reflective of its indigenous and culturally diverse community the QPS provides a service to.

In 26 years, I have not seen any Aboriginal and or Torres Strait Islanders represented at executive level or higher than the rank of Inspector. The last indigenous QPS Inspector, recently resigned from the QPS, after 30+ dedicated years of service. Did the QPS recognise and celebrate the service of this officer? Will there ever be another like that officer? There has only ever been five appointed Inspectors, who proudly identified as Indigenous, in the history of QPS. This speaks volumes on how 'unsafe' the QPS environment is for First Nations Aboriginal and Torres Strait Islanders. If indigenous persons or a POC never attain leadership roles across the QPS, then how will there ever be progressive, authentic, and see genuine reforms to support its indigenous and POC members internally. "If we get it right internally, we will do an exceptional job externally."

I no longer feel that the QPS affords a working environment that is 'culturally safe' for me, to bring my true, authentic self to work as a recognised indigenous person and POC.

Whilst my experiences, have accumulated over the course of my service, there has always been a genuine sense of fear and reprisal by coming forward and speaking up about my experiences of racism. The fear existed as the QPS has never established a culturally appropriate and culturally sensitive area (or Unit) to support members coming forward to report instances. Existing reporting measures (ESC) only causes fear, anxiety, and trauma for indigenous people and POC. How does an indigenous person or POC feel confident coming forward to report racism, when there is a high probability that the senior assessment/investigating officer will be white? Where is there fairness if the member taking the complaint has no context or understanding of racism, particularly from a member who is already marginalised by being indigenous or POC.

I recently watched the live stream, cross examination of QPS Commissioner – Katarina Carroll during the QPS Domestic & Family Violence Commission of Inquiry. After watching that live stream, I was overcome with emotion as the inquiry validated the existence of racism in the QPS.

In 2020, I along with several other QPS members met with Commissioner Katarina Carroll, Deputy Paul Taylor (former), Deputy Commissioner Doug Smith (former) and Deputy Commissioner Tracy Linford, to speak about lived experiences of racism, with the expectation that the CoP along with her Deputies will address the topic organisationally. It is now 2022 and nothing has been done by the QPS to address racism.

Whilst the end of my career with the QPS has arrived at this unfortunate stage, I will take with me memorable moments and career highlights. I spent most of my service, serving in Operations Support Command (17 years). I completed five years with PSRT and was privileged to travel the state, with that opportunity. My ultimate QPS achievement though, was being the first identified Aboriginal and Torres Strait Islander (in QPS history) to make SERT. At that time, I also became the first identified Aboriginal and Torres Strait Islander, Specialist Tactical Operator in the ANZNCTC (Australia and New Zealand National Counter Terrorism Committee), of approximately 350 tactical operators across the country.

I will leave the negativity and toxicity I experienced in the QPS over the years but will take with me some lifelong friendships and positive and fun memories, into the new chapter of my personal and professional career.

I now formally seek to separate from the Queensland Police Service.

I am requesting that the 'Online Separation Form' be commenced and completed by my OIC/Manager Acting Senior Sergeant [REDACTED] - [REDACTED]

I wish to formally separate from the Queensland Police Service on Monday 31 October 2022.

I acknowledge this date falls under (7 weeks) the 3 month's notice to be provided to the service. Reasons why the notice is not met:

- The Queensland Police Service is not a *culturally safe* work environment, nor has it ever been for me. I attempted to put in place my own strategies to cope, over the years, but this has contributed toward the decompensation of my emotional and psychological well-being. This could have been prevented if the QPS complied with Human Rights Act 2019.
- The Queensland Police Service has not been able to determine and establish a *culturally safe work environment*. (I have been on sick leave for 6 months). This is despite Supt. Chris Stream, publicly declaring at the July 2022 Boondall NAIDOC Flag Raising, in front of First Nations Community that he was committed to making North Brisbane District a 'culturally safe' work environment. Yet, I have not been informed on any progress, which could have potentially seen my return to work.
- *Racism* exists in the Queensland Police Service, making it *culturally unsafe* for me to return.
- There is no internal support service or unit, within the Queensland Police Service that is culturally appropriate and culturally sensitive to supporting my acute diagnoses; *cultural fatigue/cultural burn out*, stemming from racism.
- Remaining employed by the Queensland Police Service will cause a further decompensation of my emotional and psychological health and well-being; related to *cultural fatigue/cultural burn out*, stemming from racism.

Please commence the process to support my separation.

[REDACTED]
Sergeant [REDACTED]
Queensland Police Service

Extract from Workcover Claim Evidence of QPS Officer [REDACTED]

WORKCOVER CLAIM: [REDACTED]

Date of incident	Description of the event which took place	Evidence of the event	Any Witnesses? If yes, please provide name and contact details.	Was this reported? If yes, to who and what was the outcome?
<p>August 2020, CCE</p>	<p><u>Racism:</u> Meeting with Commissioner Katarina Carrroll, Deputy Commissioners Paul Taylor, Doug Smith, Tracey Linford</p>	<p>*Coordinated a meeting with CoP, Members of her executive leadership team (ELT), and police member re: to share lived experiences of racism in the QPS. * A few individuals provided their accounts of racism experienced in the QPS to ELT. I noticed that some of those members were visibly upset at their retelling. *I recounted my personal experiences of racism, which was traumatic for me, as it affected me emotionally and mentally, having to share in front of high-ranking ELT presence for the first time. *I was fearful of sharing but did it despite consequences, as I did it in hope that it would improve the organisation, at a cost my mental health and wellbeing. *There was no cultural support provided by the organisation, to me following having to recount my trauma. *Members had to support each other following the meeting.</p>	<p>* [REDACTED] – Sgt * [REDACTED] – Snr/Sgt *Katarina Carrroll - QPS CoP * Tracy Linford – QPS Deputy Commissioner [REDACTED]</p>	<p>*I felt that I had reported my account as well as other members (Indigenous and POC) at the highest level in hope that it would be supported and improve the organisation regarding racism. *The organisation HAS NOT improved.</p>

