

### Affidavit

*I, Jacquelin Honeywood, of [REDACTED], make oath and say that*

1. I am an Acting Inspector within the First Nations and Multicultural Affairs sworn member of the Queensland Police Service.
2. The First Nations and Multicultural Affairs Unit falls within the Communications Culture and Engagement Division within the Queensland Police Service. I am currently responsible for the Multicultural Affairs portfolio within this unit.

#### **Service History**

3. I commenced my career in the Queensland Police in 1997, was inducted on the 24<sup>th</sup> April 1998 and have served in operational, investigative, training and corporate roles within the Queensland Police Service.
4. I spent a significant proportion of my service in training areas including the District Education and Training Offices within Cairns and Wynnum, the First Year Constable Program Oxley, Training Strategy including coordination of the QPS as a Registered Training Organisation. Between 2016 and 2020 I was a Senior Sergeant Intake Coordinator within Recruit Training. This role included responsibility for several portfolios including PLO Training Coordinator and Coordinator for the Culturally and Linguistically Diverse Recruit Preparation Program. During 2020, I also relieved as Principle Recruiting Officer and Manager of QPS Recruiting.
5. In 2021 I completed a Masters of Professional Studies (Research) through University of Southern Queensland. This research undertaken for this qualification was based on evaluating the impact of the CALD RPP for the Queensland Police Service. The research investigated diversity recruitment practices within law enforcement agencies.

#### **First Nations and Multicultural Affairs Unit (FNMAU)**

6. In January 2021 I commenced as the Acting Inspector in charge of the Multicultural Affairs portfolio within the First Nations and Multicultural Affairs Unit on an expression of interest. I applied for this role on the basis of my experience within [REDACTED]

the CALD Recruit Preparation Program and my interest in inclusion and diversity within law enforcement.

7. The purpose of the FNMAU is to create a culturally inclusive, culturally responsive and culturally capable QPS. This is achieved through engagement and connection with internal and external networks, stakeholders, cultural leaders and partner agencies as well as through Discrete communities throughout Queensland.
8. The FNMAU also aims to promote and maintain effective relationships with our diverse communities based on open communication, mutual understanding, respect, tolerance and trust. This is achieved through attendance at community meetings and events including Black Lives Matter and Aboriginal Deaths in Custody meetings, Chinese Community Crime Prevention Consultative Committee, Muslim Reference Group, Indian Reference Group, Queensland African Communities Council and other community-led meetings.
9. The work of the unit is priorities around three actions which are *Increase organisational cultural capability, upport and drive cultural inclusion across the organisation and Enhance engagement opportunities*. These three priorities continue to shape and drive the direction and intent of the unit.
10. Increasing organisational cultural capability for the organisation incorporates a range of activities which includes training, awareness, engagement, induction and marketing using different processes.
11. In consultation with People Capability Command (PCAP), a cultural capability and awareness education plan is currently being established. Stage one will incorporate two days of face-to-face cultural awareness training within the Recruit Training Program.
12. This training is still under development and expected to be completed within the next 8 weeks. It is envisaged that the training will encompass matters relating to First Nations and culturally and linguistically diverse (CALD) people and communities. Proposed topics include
  - What is cultural diversity;
  - Understanding First Nations cultures;

- Interacting with people from CALD backgrounds (including trauma informed practice); and
  - Lived experiences of CALD and First Nations peoples.
13. Whilst not the sole focus, the training is proposed to include the impact and prevalence of domestic and family violence within First Nations and CALD communities and cultural considerations in relation to domestic and family violence.
14. In addition to the aforementioned recruit training product, the First Nations and Multicultural Affairs Unit provides 'just in time' training and awareness products to contribute to the ongoing development of organisational cultural capability. This includes:
- Workplace posts used to provide ongoing awareness around culturally specific topics (for example Chinese New Year, Ramadan, promotion of the engagement of translators and interpreters)
  - Workplace groups providing information and support for multicultural events and topics of cultural significance (including FNMAU group, Multicultural Network Workplace Group, First Nations Network Group)
  - QPS screen savers used during relevant times to create cultural awareness and enhance cultural capability via 'nudging' (including Racism, It Stops with me, Sikh awareness, Ramadan, Chinese New Year)
  - Culturally specific information brochures developed in consultation with community and Police Liaison Officers and bi-lingual members (for example: information pamphlets surrounding Sikh 5 articles of faith, specifically in relation to the carriage of Kirpan)
  - State-wide emails (e.g. engagement of translators and interpreters, Sikh awareness)
15. The FNMAU has also been working with the QPS Academy (PCAP) to improve our training materials. We have several Cultural Appreciation Program books and online learning products (OLP) which are currently being reviewed and updated by PCAP in consultation with our First Nations and Multicultural Affairs Unit

regarding content in development and review. Training products which FNMAU contribute to and promote include:

- a) Multicultural Responsiveness OLP (flagged for review)
- b) Starting the Journey
- c) SBS Inclusion Program - Culture
- d) SBS Inclusion Program - Aboriginal and Torres Strait Islander Course
- e) Diversity in Australian Society: Race Relations (flagged for review)
- f) Aboriginal and Torres Strait Islander Peoples: Social Learnings (flagged for review)
- g) Aboriginal and Torres Strait Islander Peoples: Government and the Law (flagged for review)
- h) Look to the Stars Artwork

16. The QPS also has specific online induction training products for discrete communities. The training is not compulsory, however is designed to provide insight and community-specific information to QPS employees who work in these communities. The FNMAU have flagged these training products to be updated in consultation and collaboration with specific community stakeholders. Communities which have specific induction training products include:

- QC0764\_02 Bamaga
- QC0769\_02 Hope Vale
- QC0770\_02 Kowanyama
- QC0771\_02 Mapoon
- QC0772\_02 Lockhart River
- QC0773\_02 Napranum
- QC0778\_02 Pormpuraaw
- QC0779\_02 Wujal Wujal
- QC0780\_02 Cherbourg
- QC0782\_02 Yarrabah
- QC0871\_02 Woorabinda

- QC0872\_02 Aurukun
- QC0873\_02 Palm Island
- QC0874\_02 Doomadgee
- QC0875\_02 Mornington Island

17. The FNMAU also works to identify and bridge cultural intelligence gaps within the organisation. An example of this is through the delivery of African Cultural Intelligence Training to investigators involved in Taskforce Uniform Knot (TFUK) in 2022.
18. This training was delivered by the President of the Queensland African Communities Council Mr Beny Bol in conjunction with Police Liaison Officer from an African background, Simon Ayiik, and was designed to enhance understanding and capability of investigators who were engaging with families and young people from African background.
19. This African Cultural Intelligence training has been proposed for delivery to the QPS Executive Leadership Team to enhance cultural capability in decision making at that level within the Service also.
20. Other activities FNMAU facilitates to enhance cultural capability includes delivery of culturally specific annual events and engagements including hosting of the Commissioner's Iftar dinner during the holy month of Ramadan, hosting of QPS NAIDOC flag raising and morning tea, hosting of QPS Multifaith Dinner and coordination of the Indigenous Mayors Summit annually. Each of these events hold specific significance for targeted communities and contribute to enhancing cultural engagement and cultural capability of the QPS.
21. Many of the activities conducted by the FNMAU relies on the ability to build strong and solid relationships both within the QPS as well as within specific community groups. Important internal relationships maintained include (but not limited to):
  - Police Liaison Officers
  - Cross Cultural Liaison Officers
  - District Officers

- People Capability Command (in particular Recruiting, Recruit Training and Training Strategy)
  - Police Media (particularly important for promotion of engagements and good news stories)
22. External relationships are maintained via formal and informal engagements, meetings and groups.

### Challenges

23. The work of the FNMAU is both necessary and important for developing and enhancing cultural capability of the QPS. Success in this type of work requires investment in relationship and trust-building within the organisation, with partner agencies and within community. Relationship and trust is only built over time through continued and ongoing engagement. This is particularly important with both First Nations and CALD communities.
24. Since being established in November 2020, the First Nations and Multicultural Affairs Unit has operated on a temporary staffing model with only five members of the staff holding permanent positions. This has resulted in lack of consistency and stability in staff and subsequently difficulty in establishing and maintaining aforementioned relationships.
25. In the 18 months I have worked within the unit, I have worked with five different FNMAU Superintendents, three First Nations Inspectors and three State PLO Coordinators. We have regularly carried vacancies within the unit due to being potential members being unable to be released on an EOI.
26. Additionally, the dedicated AO7 Policy and Governance Officer position originally allocated to the FNMAU has been removed and absorbed into another area of the QPS. This role was particularly important to collate and address the continual high level reporting on activities aligned with strategic documents (including CARMA reporting, Multicultural Action Plan reporting, Path to Treaty, Serious Vilification and Hate Crimes recommendations).
27. The lack of a Policy and Governance Officer has resulted in both myself as Inspector Multicultural Affairs and the First Nations Inspector dedicating a large



proportion of work time in responding to government reporting activities rather than driving cultural capability for the QPS.

28. This continual changeover of staff, lack of staff and instability in the unit makes it particularly challenging to maintain relationships and momentum on necessary bodies of work. It also creates uncertainty within our key stakeholder groups (internally and externally) and impacts office morale.

[REDACTED]

Signed and sworn by the said deponent at Brisbane this 17 day of ... July ... 2022 ..., before me.

[REDACTED]

KEPPI COOK JP (QUAL).



Justice of the Peace (Qualified).