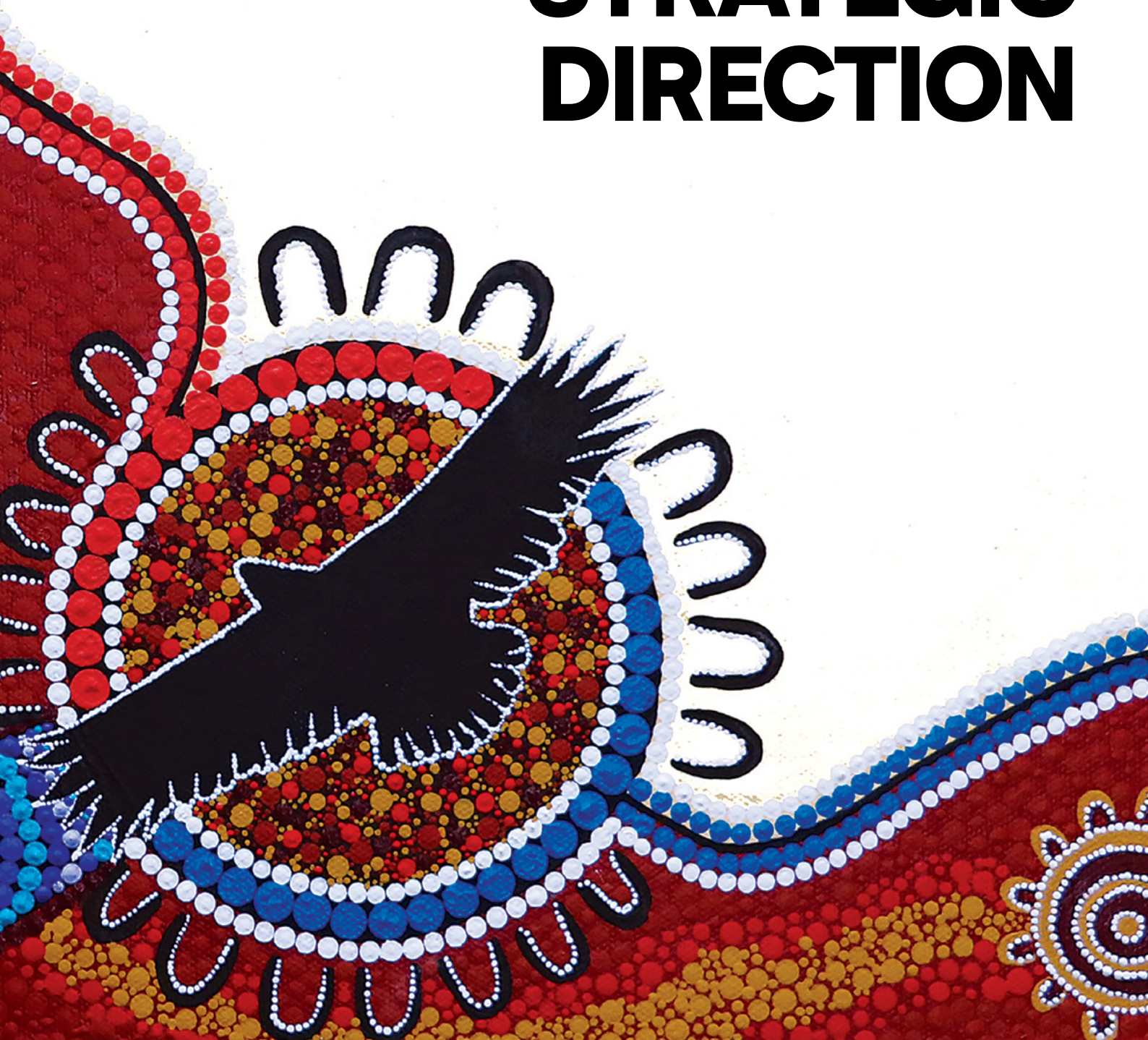




The NSW Police Force

ABORIGINAL STRATEGIC DIRECTION



Document Properties

This document takes effect on 28/08/2023 and is an ongoing strategic document within NSWPF. The document may be updated to include the creation of ASD resources or accommodate changes as required.

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Modification History

Version #	Version / approval date	Author / position	Summary of changes
1	January 2024	Aboriginal Strategy and Coordination Team	Initial publication

Acknowledgment of Country

The NSW Police Force acknowledge First Nations People as the Traditional Owners and custodians of all lands and water ways.

Country is inherent to the identity of Aboriginal Peoples. It sustains their lives in every aspect - spiritually, physically, emotionally, socially, and culturally. It is more than a place. When talking about Country it is spoken of as a person. Country is family, kin, lore, ceremony, traditions, and language. For Aboriginal Peoples it has been this way since the beginning of time. Country is spoken through language and song, through ceremonies and traditions they sing to, and celebrate Country, and Country speaks back in return.

The NSW Police Force acknowledge and pays respect to Elders past, present and emerging.



The Artist

The artwork was painted by Rachel Treacy, a proud Kija and Ngarinyin woman from the East Kimberley, Western Australia, who at the time of the painting worked for the NSWPF in the Aboriginal Coordination Team and had made NSW her home.

The Artwork

The design is painted in the style of contemporary Aboriginal art and is not traditional art to a certain tribe or area. This painting represents all Aboriginal people throughout the State and symbolises the NSW Police Force and the Aboriginal Community's continuous efforts to work together in unity. The earthy reds and ochre colours represent Aboriginal Peoples and their connection to country, coming together and meeting on country. The circles represent different tribes and meeting places. The blue ties in with river systems flowing through the land, symbolising the positive flow of the NSW Police Force working with Aboriginal communities to build stronger relationships. The meeting place on the cover represents police and Aboriginal Peoples meeting on common ground and working towards breaking down barriers and building a positive future.



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Executive Statement



Commissioner
of Police

Karen Webb APM

Commissioner of Police



Corporate Sponsor

Paul Pisanos APM

Deputy Commissioner
Regional Field Operations

Corporate Sponsor Aboriginal
Engagement



Corporate Owner

Peter McKenna APM

Assistant Commissioner
Northern Region

Corporate Owner
Aboriginal Engagement

The NSW Police Force acknowledge the Traditional Custodians of all Countries throughout NSW and pay our respects to Elders past, present and emerging. We recognise the strength and resilience of First Nations Peoples and are deeply appreciative of the contributions of all Aboriginal Peoples.

The NSW Police Force (NSWPF) proudly welcomes the development of the NSW Police Force Aboriginal Strategic Direction (ASD).

The Corporate Sponsorship for Aboriginal Engagement is a Tier 1 Priority for the NSWPF and sits at Deputy Commissioner level. The Corporate Sponsor is the Chair of the Police Aboriginal Strategic Advisory Council (PASAC) and the Aboriginal Strategic Direction Steering Committee (ASDSC). The ASD Governance provides the opportunity to embed culturally appropriate practices across the NSWPF, strategic oversight of programs, organisational policy, transparency and accountability at all levels of the organisation.

The ASD identifies critical opportunities for police to strengthen and maintain cohesive partnerships with Aboriginal communities and key agencies. Through these partnerships, the NSW Police Force will work to reduce crime and violence; maintain safer communities, particularly for families and young people; and focus on the early diversion of Aboriginal young people away from the criminal justice system and toward support services.

The strength of the NSWPF stems from the sound engagement framework sitting at the heart of the ASD. The NSWPF principled approach to strategy breaks down the barriers between police and Aboriginal Peoples. It provides a forum for Aboriginal Peoples and police to participate in decision making and identify strategies in the joint development of Aboriginal community profiles, Police Aboriginal Consultative Committees (PACCs) and community action plans developed from the ground up. We place a strong emphasis on local Aboriginal community induction training, and cultural awareness training for all NSW Police Force officers and staff.

The successful implementation of the ASD is a responsibility shared by every member of the NSW Police Force. Our focus is on Aboriginal engagement, crime prevention, cultural safety, leadership and accountability. It drives solutions at a local, regional and state-wide level with a renewed vigour for delivering achievable outcomes to Aboriginal Peoples.

Introduction

The use of the term 'Aboriginal' throughout this document is used to respectfully represent all Aboriginal and Torres Strait Islander persons.

The NSW Police Force identifies the significant over representation of Aboriginal People, as both victims and offenders, within the criminal justice system. We acknowledge the importance of youth engagement and the holistic support required for all family members.

The Aboriginal Strategic Direction aims to improve the lives of Aboriginal people through four key priority areas including:

- 1. Community Safety – Communication & Understanding**
- 2. Partnerships – Collaborate & Influence**
- 3. Safety & Well-being of Young People**
- 4. Family Safety & Domestic Violence**

This document details how we strengthen our relationships by working in collaboration with the Aboriginal community, government, and non government agencies to achieve these outcomes, aligning with the National Agreement on Closing the Gap.

The ASD provides a way for the NSWPF to improve the lives of Aboriginal people by working in a way that unifies the two in decision making processes moving towards a better future for NSW.

Aboriginal History

Aboriginal Peoples are the Traditional Custodians of Australia and the world's oldest continuous living culture.

Before colonisation in 1788, Aboriginal culture thrived with approximately 500 – 700 Aboriginal cultural groups in existence, each containing its own culture and belief systems.

Colonisation and early government policies resulted in significant trauma for Aboriginal peoples including being dispossessed of their land. When this occurred, Australia was classified as 'Terra Nullius', meaning no one inhabited the land. Within the dispossession of land was a forbiddingness of cultural practices including language.

It is important to understand that Aboriginal peoples were not conquered, nor was a treaty entered into to negotiate an integrated society. Aboriginal peoples were not considered citizens of Australia within legislation that was passed by the government of the day, resulting in police enforcing certain laws and contributing to a difficult relationship history.

The shared history of police and Aboriginal peoples is a lengthy and intertwined one. Aboriginal peoples continue to work hard to rebuild trust and confidence within our communities, and the NSWPF adopt this document as a governance framework to strengthen relationships.

Culturally important dates:

- 1788 British settlement in Australia begins – known as “colonisation”
- 1901 Commonwealth of Australia established with Aboriginal Peoples excluded from Australian citizenship
- 1910 Enactment of the assimilation policy – the forced removal of 100 000 Aboriginal children between 1910 to 1970, known as the “Stolen Generation”
- 1967 Referendum to pass laws allowing Aboriginal Peoples to be counted in the census
- 1982 Meriam man Eddie Mabo enacts legal proceedings to recognise traditional land ownership
- 1992 High Court decision extinguishes 'Terra Nullius'

Aboriginal Protocols

It is important to understand why some Aboriginal protocols are practiced within the NSW Police Force. Aboriginal cultures and connections with the land are strong and enduring. Through cultural practices that hold spiritual significance, Aboriginal peoples are connected to their ancestors, language, ceremonies, laws, Lore, identity, and stories.

Throughout the estimated 500–700 Aboriginal cultural groups that existed at the time of colonisation, some cultural and belief systems include:

Lore

Refers to the stories, customs, beliefs and spirituality of Aboriginal peoples, that was given to Aboriginal peoples from the Dreaming. Lore has been passed down through generations by ancestors and it guides Aboriginal peoples in how to live their lives every day. The lore covers rules of living, for example skin groups, broad roles of men and women, economic affairs, marriage and other activities. Some parts of the lore are secret and can only be discussed by certain people, for example men's business and women's business. Elders are the keepers of lore.

Kinship

Aboriginal kinship relations reflect a complex and dynamic system and define where a person fits into their family and community. The value of the kinship system is that it structures people's relationships, obligations and behaviours towards each other. Aboriginal kinship is an integral part of the Dreaming, as are people themselves and their land. Each person's place in the kinship system also determines their rights and obligations with respect to other people, Country and artistic expression. Family relationships are viewed holistically and are connected to Country, language, stories, and images. Family is a wider group of people in Aboriginal culture – not just parents and siblings as understood in non-Aboriginal families – it can include cousins, aunts, uncles, and community. Aboriginal families are formed through kinship, which includes each person's relationship to their own family, the land, and their wider community.

In NSW many of these links to culture were broken when past policy from the governments of the day, churches and welfare organisations forcibly removed children from their families, communities, and culture, placing them in institutions, with non-Aboriginal families or becoming slaves. It was not unusual for the family to be killed.

In keeping with Aboriginal Cultural Protocols and Practices recognised by the NSW Government, the NSW Police Force will pay respect to traditional Aboriginal owners of Country by conducting 'Welcome to Country' and 'Acknowledgment of Country' formalities.



Roles & Responsibilities

The Corporate Sponsorship for Aboriginal Engagement

Is a Tier 1 Priority for the NSWPF and sits at Deputy Commissioner level. The Corporate Sponsor is the Chair of the Police Aboriginal Strategic Advisory Council (PASAC) and the Aboriginal Strategic Direction Steering Committee (ASDSC).

Corporate Owner Aboriginal Engagement

Sits at Assistant Commissioner level and is delegated the responsibility of maintaining a high corporate profile for the portfolio both internally to the NSWPF and externally to Government Partner Agencies, Non-Government Agencies and Community Partners. The Assistant Commissioner ensures oversight of obligations and the delivery of meaningful outcomes under the NSWPF ASD. The Corporate Owner sits as a representative on the NSWPF Inclusion and Diversity Council (IDC).

The Aboriginal Engagement Advocate Program

Gives nominated senior officers at Superintendent level the corporate responsibility to drive organisational strategy, policy, programs and operational practice from a regional perspective. Known as 'Region Advocates', these officers are responsible for promoting the ASD within their region, holding Aboriginal Engagement Forums regularly throughout the year to report on regional outcomes under the ASD, and escalate areas of concern and crime trends to the Corporate Owner of Aboriginal Engagement.

Police District Commanders and Police Area Commanders

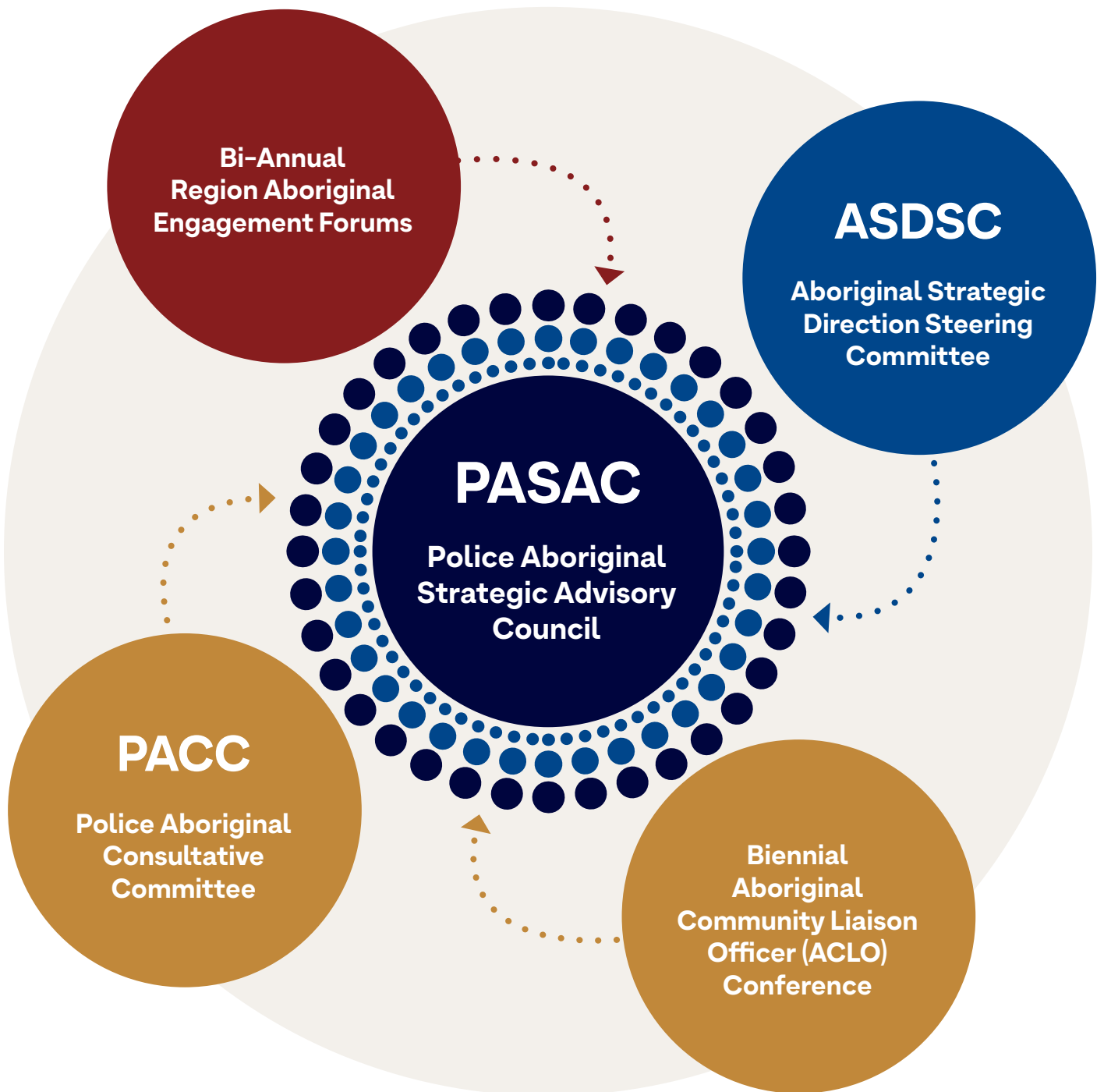
Are responsible for the establishment of Local Police Aboriginal Consultative Committees (PACCs) Aboriginal Action Plans, Aboriginal Community Profiles and reporting on progress against the ASD. The local Commander is responsible for appointing portfolio responsibilities to an **Aboriginal Engagement Officer (AEO)** at Inspector level. The AEO drives and is responsible for delivering outcomes to Aboriginal People and Communities in accordance with the ASD. The AEO provides crucial support to Aboriginal Community Liaison Officers (ACLOs) and Aboriginal staff within their respective Commands.

NSWPF Aboriginal Engagement Forums

Are chaired by the Region Advocate and held twice yearly. The membership includes Aboriginal Engagement Officers (AEOs) and Aboriginal Community Liaison Officers (ACLOs) from that Region and specialist commands as directed. The Region Advocate sets the targets for their region. The AEOs table reports on Aboriginal engagement activities and concerns, actions undertaken to address the given targets, monitor progress and present outcomes from their local Commands and PACC meetings.

The Aboriginal Engagement Forums are the opportunity for building staff capability and capacity, provides corporate, command in-service updates and information sharing. The forum facilitates role-based training and the opportunity for strengthening relationships, peer support, and mentoring. The Forums are recorded as part of the reporting by Regions against the ASD and are generally held in conjunction with the Aboriginal Employee Network (AEN) regional meetings.

Circles of Influence



Circles

Aboriginal Culture measures time in the circular, from Creation, the Dreaming and never ending. Circles can represent a meeting place, fireplace, campsite, waterhole sacred or ceremonial site, Aboriginal Peoples' lifecycles and the interdependence of all forms of life and community.

NSWPF Aboriginal Artwork highlights the circle and *signifies coming together*.

ASD Structure

Proactive Partnership Policing



Key Objectives of the PASAC

- Facilitate open two-way communication between NSWPF, Aboriginal communities, and stakeholders relating to culturally responsive policing
- Monitoring the impact of policing practices and strategies on Aboriginal people, their communities and initiate appropriate remedial action when needed
- Connect activities to the NSWPF Strategic Intent, Premier's Priorities - Close the Gap Over-Representation initiatives to generate better outcomes for Aboriginal people and their Communities
- Lead partnerships between NSWPF, Aboriginal organisations and/or Communities and key stakeholders to address crime prevention and over-representation in the criminal justice system
- Progress and promote positive Community policing practices at all levels of the NSWPF



The Aboriginal Strategic Direction Steering Committee

Brings together senior officers from across the NSWPF to monitor and drive the implementation of the Aboriginal Strategic Direction (ASD) and Aboriginal Engagement.

The primary functions of the Committee is

- To provide advice to the Corporate Sponsor of Aboriginal Engagement on how NSWPF Commands are working with Aboriginal People and communities across NSW to engage and respond to matters raised by Aboriginal people
- Review how each Command is building strong, trusted relationships with Aboriginal people to drive safer communities
- Report against ASD and review updates provided by the relevant teams

ASD Structure

Proactive Partnership Policing



The Bi-Annual Region Aboriginal Engagement Forums are chaired by the Region Advocate Aboriginal Engagement. Membership includes the Aboriginal Engagement Officers and Aboriginal Community Liaison Officers from the region.

It is the responsibility of the Region Sponsor to identify concerns consistent with the priorities of the ASD but also address Regional priorities including child abuse, domestic and family violence, drug and alcohol fuelled crime, etc. in order to gather data for the Corporate Owner's report that is tabled at PASAC which is chaired by the Deputy Commissioner and Corporate Owner of Aboriginal Engagement.



Police Aboriginal Consultative Committees are led by the NSW Police Force. PACCs are forums that meet quarterly and additionally as required, to facilitate active communication between the local police and local Aboriginal communities. The aim is to address Aboriginal matters associated with crime, crime prevention and community safety; and should align with the intent of this ASD.

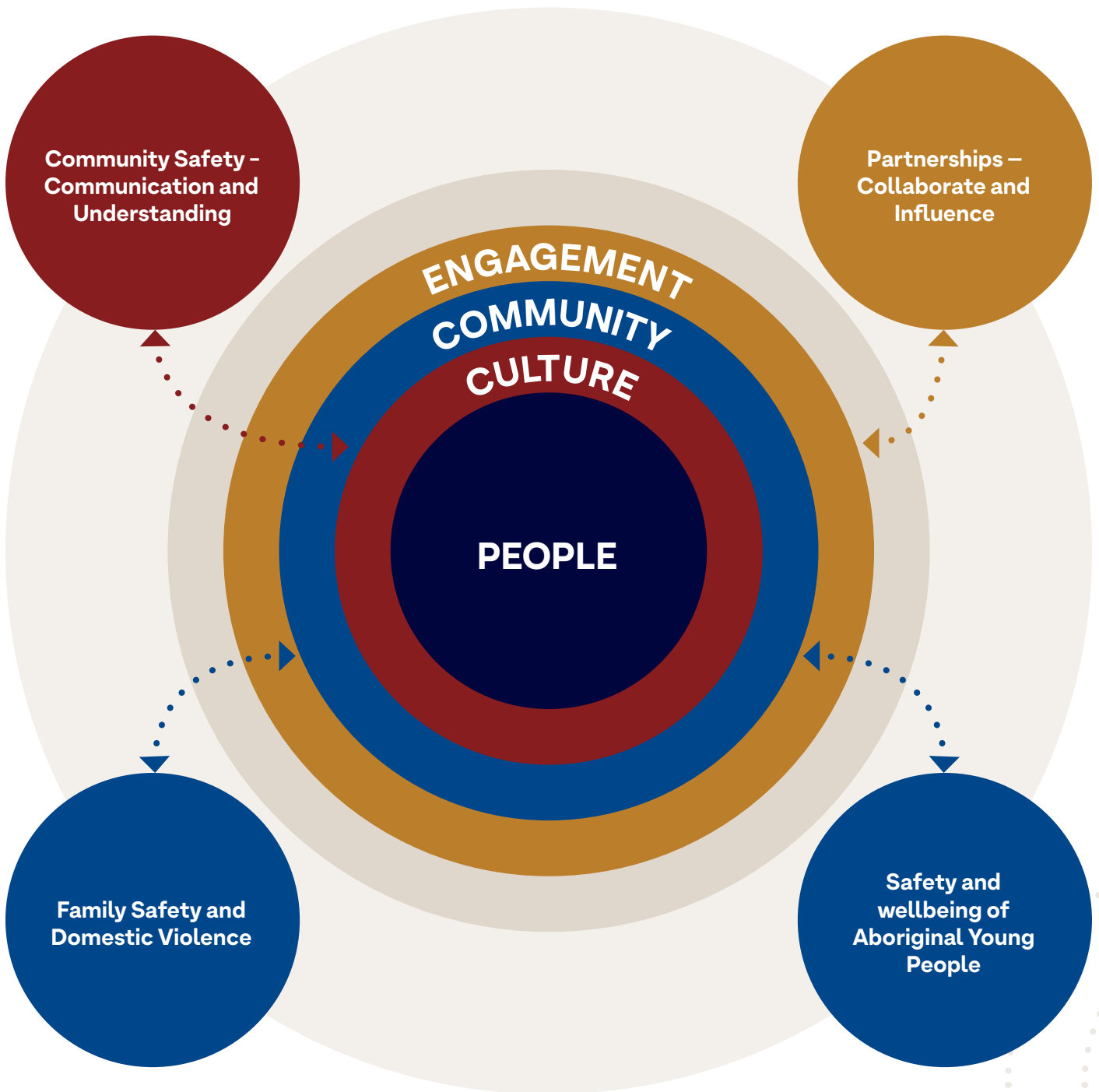
All members of the local Aboriginal community are encouraged to attend. This may mean special consideration of an appropriate venue and time. Posters, Facebook notices, interagency communications and letter box drops support broad communication to enhance opportunities for community attendance. There is a "Terms of Reference" and meeting templates that guide PACC meetings.

It is encouraged that any actions stemming from the meeting are agreed during the meeting so that Police can move forward to support and act upon the community's voice. All agreed actions will be reported on at the following meeting. It is strongly encouraged that Aboriginal community members play an active role as part of the actions, solutions and reporting back.

PACC meetings can be held as part of an Aboriginal Community event or through traditional Yarning Circles. This flexibility should be considered and reported on a need's basis.

During emergencies like major weather events, disasters, or the COVID pandemic, PACCs meet more regularly to come together and address the emerging needs of local Aboriginal communities. Using the strength of PACC forums, the changing needs of Aboriginal communities were responded to in a timely and effective manner

Circles of Priority



PRIORITY 1

Community Safety Communication & Understanding

Strengthening Relationships

Internal and external relationships are key to delivering outcomes with Aboriginal peoples.

The NSWPF recognise, value and encourage Aboriginal days of celebration including:

- NAIDOC
- Sorry Day
- Reconciliation Day
- Flag Raisings
- Koori Knock Out
- Elders Olympics
- Nations of Origin
- Local Community Events

Work closely with the local ACLO, AEO, Youth Command, PCYC, schools, Aboriginal Medical Service (AMS) and partner agencies.



PRIORITY 1

Community Safety Communication & Understanding

Engage	Connected Workforce	Connected Community	Evaluate
Leadership & Accountability	All NSWPF employees have completed mandatory Aboriginal Cultural Training	Established PACCs, Community Profiles & Aboriginal Action Plans	Training records, meeting minutes & actions are properly assessed
Cultural Safety	The NSWPF understand unconscious bias, the impacts of trauma, and are respectful of Aboriginal culture and Ceremonies	Community engagement & targeted recruitment programs enhancing employment & training outcomes	Community Engagement & employment programs are evaluated through PMES and cultural surveys
Engagement	Working with Aboriginal communities face to face with training conducted locally and corporately	Partner with local Aboriginal people, Aboriginal agencies & support services to target and deliver community engagement & community safety outcomes	Levels of engagement and community satisfaction are monitored through PACCs, ASDSC, & PASAC
Prevent & Divert	Aboriginal people feel culturally safe to approach police, seek support & participate in crime prevention programs	Aboriginal led crime prevention, diversion, & recidivism programs including victim support programs	Aboriginal Strategic Direction Crime Prevention Grants Program is fully utilised

Our vision is a safer NSW for all

This NSWPF approach to working with Aboriginal Peoples is consistent with CTG Priority Reform Three; Transforming Government Organisations.

The NSWPF will call out racism, discrimination and bias.

Maintain genuine relationships between the NSWPF and Aboriginal community organisations and businesses.

Aboriginal people determine Aboriginal culture and stories of their own individual communities.

Increased Aboriginal workforce across all areas and levels of NSWPF.

The NSWPF is an employer of first choice for Aboriginal people.

PRIORITY 2

Partnerships – Collaborate & Influence

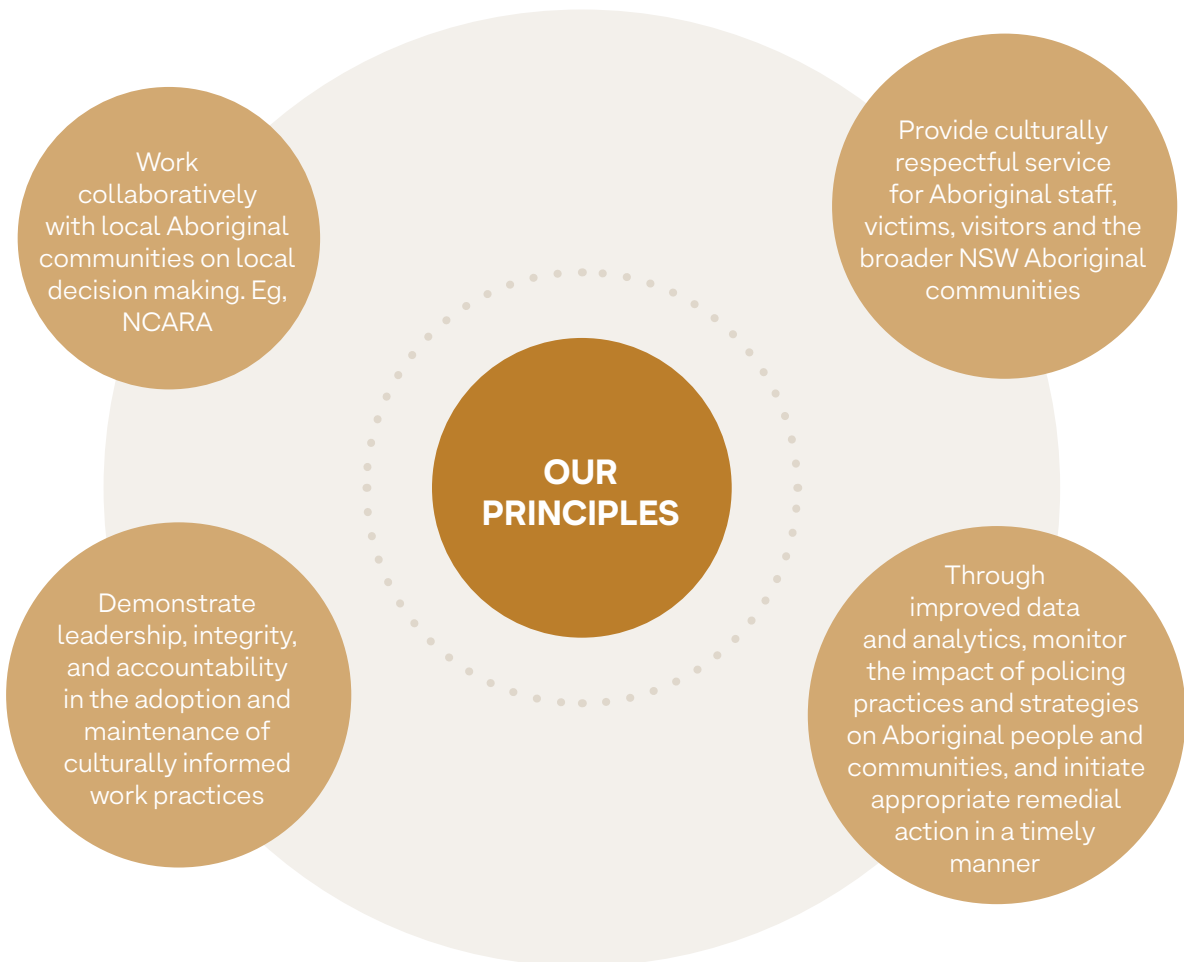
Strengthening Relationships

Today, the NSWPF offers a unique perspective to promote positive role modelling and opportunities to Aboriginal people and communities.

We strive to deliver on outcomes for Aboriginal people. The ASD aims to improve and strengthen the relationship between the NSWPF and Aboriginal Communities of NSW to build safer, stronger, communities.

The ASD is consistent with:

- The National Agreement on Closing the GAP 2021-2031
- The Royal Commission into Aboriginal Deaths in Custody 1991



PRIORITY 2

Partnerships – Collaborate & Influence

Influence	Connected Workforce	Connected Community	Evaluate
Leadership & Accountability	Safe Custody training is provided and practices are in place	Aboriginal Victim and Custody Support Programs are active with trained Volunteers	Aboriginal people in custody are provided appropriate support and are safe
Cultural Safety	All police are trained in the recording of Aboriginality and the Custody Notification Service (CNS) operated by ALS (NSW/ACT)	The NSWPF work with local Aboriginal communities to develop culturally appropriate programs	Close relationships are developed with Elders, respected persons, and local Aboriginal service providers
Engagement	NSWPF conduct Aboriginal community engagement programs with Aboriginal Strategic Direction Crime Prevention Grants	Local Elders and Aboriginal community members approve engagements	Engagements lead to stronger relationships with Aboriginal communities
Prevent & Divert	Police discretion when considering warnings and cautions for minor offences	Aboriginal people are diverted from the criminal justice system utilising prevention & diversionary options e.g. MERIT	Collaborative Participation in networks, forums, consultation working groups & interagency meetings

Our vision is a safer NSW for all

This NSWPF approach to working with Aboriginal People is consistent with CTG Priority Reform One; Partnerships and Shared Decision Making.

The ASD facilitates the NSWPF and Aboriginal communities to design and deliver local solutions specific to the people and communities needs.

ASD Crime Prevention Grants focus on local solutions and are developed in partnership with Aboriginal people.

Aboriginal people are supported to participate and thrive in NSWPF activities.

The NSWPF values the support, skills and expertise of local Aboriginal people, services, organisations and partner agencies.

PRIORITY 3

Safety and Wellbeing of Aboriginal Young People

Strengthening Relationships

Aboriginal youth are over-represented in the criminal justice system and all too often are shifting away from culture and identity.

Culturally based leadership programs and activities are aimed to divert youth away from the criminal justice system and instill pride in their culture and communities.

Aboriginal young people are the future leaders and it is important to invest in teaching them how to develop their skills and support their communities



PRIORITY 3

Safety and Wellbeing of Aboriginal Young People

Influence	Connected Workforce	Connected Community	Evaluate
Leadership & Accountability	Victim and Custody support programs ensure Aboriginal young people and families are supported	Maintain Community Profiles ensuring local Aboriginal contact details for young people are accurate	Ensuring policy and protocols are followed for Aboriginal Young Persons in custody
Cultural Safety	ACLOs guide and support culturally safe communication with Aboriginal young people and families	Aboriginal young people want to be engaged, provided opportunity, guidance, and culturally safe and supportive programs	Effective engagement strategies can be measured through reduced crime and recidivism data
Engagement	Deliver information sessions at interagency meetings, school visits, and community engagement days	Collaborate with Youth Command & PCYC for Aboriginal Strategic Direction Crime Prevention Grants	ASDSC Review & Reporting of Aboriginal Engagement through the ENGAGE reporting platform
Prevent & Divert	Promote the use of cautioning and Protected Admissions Scheme among police and Aboriginal communities	Internal and external relationships between ACLO, AEO, Youth Command, PCYC, schools and partner agencies are key to delivering outcomes	PACC members work in partnership with police to address the needs of Aboriginal young people

Our vision is a safer NSW for all

This NSWPF approach to working with Aboriginal Young People is consistent with CTG Outcome Eleven; Aboriginal Young People are supported and diverted away from the Criminal Justice System.

Participate respectfully and positively in Koori Court and Family Group Conferencing.

Partner with Health Professionals (including Aboriginal Medical Service) to reduce incidents of self-harm and suicide among Aboriginal young people.

Identify Aboriginal young people at risk and target ASD Crime Prevention Grant programs that enlist families and service providers to work together for solutions.

PRIORITY 4

Family Safety and Domestic Violence

Strengthening Relationships

Community confidence is built through the ongoing development of relationships with Aboriginal people, partner agencies and Aboriginal services.

Invest in the programs that are available such as Circle Sentencing and Family Group Conferencing.

Ensure families are safe in their homes and Aboriginal Elders are supported to pass on their cultural knowledge to the future generations.



PRIORITY 4

Family Safety and Domestic Violence

Influence	Connected Workforce	Connected Community	Evaluate
Leadership & Accountability	All NSWPF Employees undertake mandatory Family & Domestic Violence training	PACCs promote community programs that contribute to improving household safety	Data driven programming provides timely analysis, reporting and remediation
Cultural Safety	Encourage Aboriginal people of NSW to feel safe in reporting crime and seeking support from police	Victims of family and domestic violence are recorded accurately and treated respectfully in their interactions with NSWPF	Aboriginal Elders are respected and supported to pass on their knowledge to the next generation
Engagement	Police are seen actively engaging in the community and promoting awareness and understanding when in the community	Engagement, education and prevention programs include all family members (as required) and community	Police programs are conducted with 'high visibility' to positively showcase our achievements and measure the impacts
Prevent & Divert	As part of PD or PACs Aboriginal Action Plan, identify referral services available in Aboriginal communities	Develop proactive Men's and Women's programs that address abuse and violence	Police educate and influence community attitudes towards violence against women and children, Elders, and people who are vulnerable

Our vision is a safer NSW for all

This NSWPF approach to Family Safety and Domestic Violence is consistent with CTG Outcome Thirteen; Aboriginal Families and Households are Safe.

Both victims and offenders are connected with appropriate supports including legal and advocacy services.

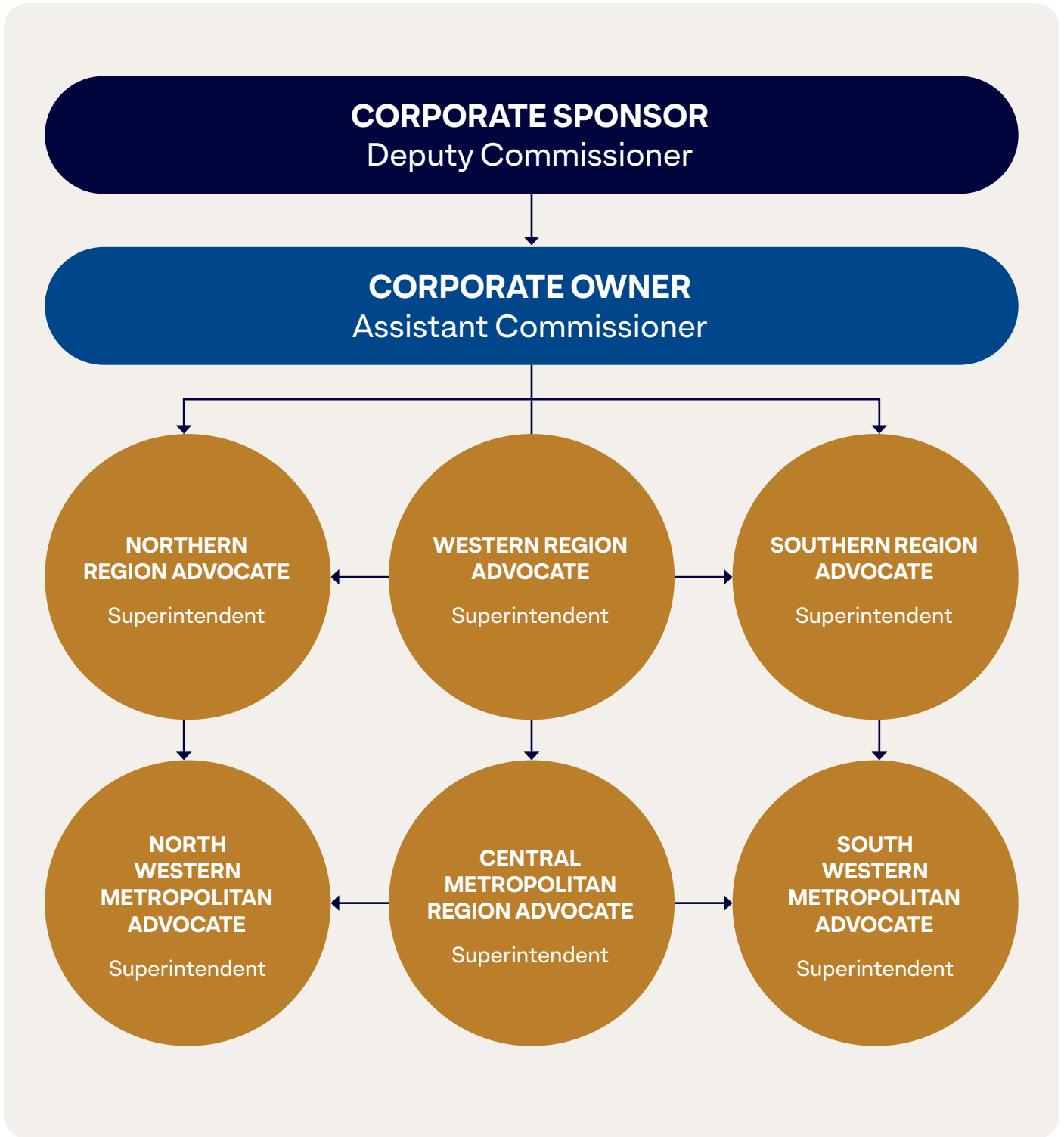
Gaps identified in support services that can be tabled at inter-agency and community meetings.

Accurate reported data from victims reporting abuse and not transitioning into an offender in retaliation.

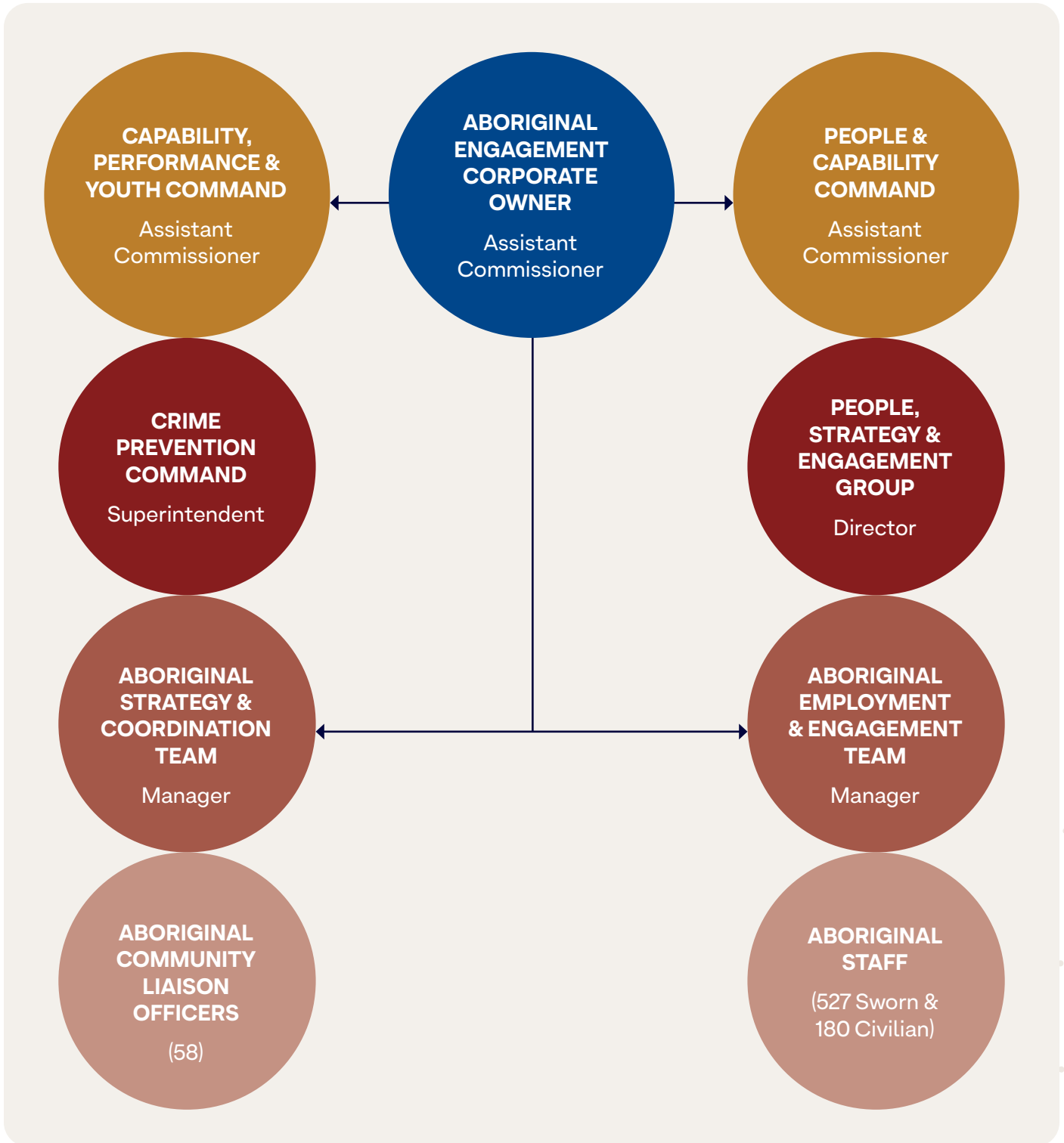
Established partnerships to achieve practical outcomes.

Successful initiatives shared between Commands to adopt strategies that have positive solutions.

Aboriginal Engagement Sponsors & Advocates



Aboriginal Engagement Line Command



Aboriginal Strategy and Coordination Team



Aboriginal Strategy and Coordination Team

The Aboriginal Strategy and Coordination Team (ASCT) are multidisciplinary administrative officers who all identify as Aboriginal and are actively engaged in their respective communities. The strength of the ASCT is each individual's unique Aboriginal Cultural diversity, skill sets, span of knowledge, life experience and employment history.

The Aboriginal Strategy & Coordination Team:

- Support the implementation and reporting the outcomes of the ASD
- Provide a specialist Aboriginal lens in the development of culturally considered corporate policy, training, information and engagement
- Respond to legislative ministerial and Law Enforcement Conduct Commission (LECC) queries and culturally guided advice
- Secretariat to the ASDSC and PASAC
- Develop, deliver and monitor Cultural training including at the NSW Police Academy in Goulburn
- Facilitate the ASD Crime Prevention Grants Program
- Coordinate the ACLO Program that includes Recruitment, Aboriginal community information sessions, induction, training, field operations support, regional forums and a Biennial ACLO Conference. Coordination may include responding to major events, emergency management, critical incidents, inquests, Sorry Business, Aboriginal community events, ceremonies and celebrations
- Provide specialist guidance and advice to readdress entrenched inequality faced by Aboriginal peoples

ASD Crime Prevention Grants Program

The Aboriginal Strategic Direction - Crime Prevention Grant Funding commenced in January 2008 to support PAC or PD based crime prevention, diversion and community safety initiatives. To be funded, the program, strategy or initiative must identify and promote innovative ways of decreasing crime and the fear of crime, address the over-representation of Aboriginal people in the criminal justice system and work toward building safer communities.

Grants are discretionary and are awarded by the Commissioners delegate to PACs and PDs. Grant applications are to clearly state how they are aligned to one or more of the ASD Priorities. They are intended to fund initiatives negotiated by the PAC or PD in consultation with the local Aboriginal community or PACC with a preference for input by Aboriginal Elders and community leaders. Grant funds are not provided to fund already funded programs or initiatives of other agencies or Aboriginal community organisations. Joint funding initiatives with the local community, partnerships and collaboration with Aboriginal services and partner agencies or organisations are highly recommended and strongly encouraged.

Applications are supported by Aboriginal Engagement Region Sponsors, Commanders and by the Aboriginal Engagement Officer (AEO) and Aboriginal Community Liaison Officer (ACLO).

Training & Education

NSW Police Academy Goulburn

*Winhanga-gigi-ladhaNgung-giladha!
Care for each other, share with
each other.*

The NSWPF Aboriginal Training Coordinator designs, develops and delivers a range of Aboriginal cultural training, provides appropriate cultural advice for other training programs and delivers a key component of the Associate Degree in Policing Practice, Constable Education Program.

Students undertake lectures in Policing and Public Order, Society and Law in Practice, and Vulnerable Populations as related to Aboriginal people and Aboriginal communities.

PETE – Police Education and Training Environment

Is the online system that contains NSW Police Force training courses. After completing the online trainings, Face to Face and Bespoke Trainings can be delivered to PAC PDs and Specialist Commands.

Locally based Aboriginal Awareness Training

Should be an ongoing feature in PAC and PD training calendars. This local training is led by the Aboriginal Engagement Officer (AEO), who has the delegated responsibility for Aboriginal Engagement, the ACLO, and Aboriginal community representatives, e.g., Aboriginal Elders and respected persons, the Local Aboriginal Land Council and members of the PACC.

Aboriginal Strategy & Coordination Team

The Aboriginal Strategy & Coordination Team holds the corporate responsibility to ensure **'Working with Aboriginal Communities'** training is delivered within the NSWPF. As an officer progresses through the ranks, the Aboriginal training moves from an 'awareness' of Aboriginal culture, history and society to 'practical application' of this knowledge in the workplace to build a level of cultural proficiency and credibility.

Further training of officers will enhance skills to identify how they apply their knowledge of Aboriginal culture within their level of responsibility and local communities. This training is reviewed by the Aboriginal Strategy & Coordination Team and approved by the ASDSC. Reviews and updated training material provides opportunity to further raise awareness and understanding of the trauma and intergenerational grief experienced by Aboriginal communities and how that loss, grief or trauma may be displayed. Health outcomes and life expectancy can have significant impact on communities with premature loss of Elders, Community leaders, family members and family income. A heightened sensitivity to Sorry Business can be experienced at these times.

The training highlights the importance of understanding and developing a sensitivity to the differences in cultures, languages and dialects of Aboriginal people when gathering information. This is particularly important working with, supporting or interviewing Aboriginal women, Aboriginal children and Aboriginal youth, particularly those who are victims of crime, abuse or sexual violence.

Training & Education

Course	Audience	Commissioners Directive
<p>Working With Aboriginal Communities LEVEL 1 (Face to Face)</p>	<p>All NSWPF Students</p>	<ul style="list-style-type: none"> • All Students at the NSWPF Academy must complete this session. • Recorded in ADPP.
<p>Recording Aboriginality in COPS (Online)</p>	<p>All NSWPF Employees</p>	<ul style="list-style-type: none"> • Mandatory for all NSWPF employees. • Recorded on PETE.
<p>Engaging with Aboriginal Communities – Working Together (Online)</p>	<p>All NSWPF Employees</p>	<ul style="list-style-type: none"> • Mandatory for all NSWPF employees biennially. • Recorded on PETE.
<p>Working With Aboriginal Communities LEVEL 2 (Face to Face)</p>	<p>All NSWPF employees performing duties in ASD reporting Commands</p>	<ul style="list-style-type: none"> • Includes locally based Aboriginal awareness training and deeper insight into engaging with, and working in, Aboriginal communities. • Mandatory for all NSWPF employees in ASD reporting Commands. • Delivered locally by AEO, EDO, ACLO / Local Provider and ASCT. • Recorded in PETE.

Training & Education

Learning Outcomes

By the end of this training, participants will be able to:

- Recognise Aboriginal English, including 'Gratuitous Concurrence'
- Identify unconscious bias
- Understand historical issues affect local Aboriginal communities today
- Demonstrate an awareness of intergenerational trauma and how it may apply to an Aboriginal person and Aboriginal communities
- Demonstrate an awareness of health considerations that may impact on an Aboriginal person's ability to receive and provide information
- Demonstrate an awareness of Kinship and protocols for 'Sorry Business'
- Awareness of the ACLO role within community
- Demonstrate an awareness of how to engage with an Aboriginal person, Aboriginal community or Aboriginal organisation
- Model respectful behaviour and language when engaging with an Aboriginal person or community

Topics

Each training session covers these topics:

Training covers scenario-based discussions on:

- Aboriginal Identity
- Kinship
- Trauma Informed Communication
- Cultural Protocols (Sorry Business)
- Aboriginal English
- Aboriginal Health and Mental Health
- Stolen Generations (and how this impacts on operational policing e.g., domestic and family violence, parenting and youth)
- Intergenerational trauma
- Substance abuse
- Suicide
- Unconscious bias
- Model respectful behaviour and language when engaging with an Aboriginal person or community

This training also includes other relevant topics including:

- Custody Notification Service
- Law Enforcement Conduct Commission oversight
- Strategies for interviewing and de-escalation
- Crime prevention
- Safe custody
- The role of ACLOs
- Aboriginal Victim and Custody Support Groups

Aboriginal Custody and Victim Support

Aboriginal Custody and Victim Support Groups primary function is to provide support to Aboriginal Persons of Interest (POI) and offenders held in NSWPF custody and Aboriginal victims of crime.

Members of Aboriginal Custody and Victim Support Groups are volunteers who can be called on by police on a 24-hour basis to provide custody or victim to support to Aboriginal people. It is the responsibility of the PAC or PD to ensure that these volunteers receive appropriate education and practical support, such as assistance with transport if necessary. NSWPF must ensure that Aboriginal communities are aware of the Custody and Victim Support Group and gain support from the community to convene a group in their PAC or PD. All potential members undergo certain background checks to ensure suitability.

The establishment of the Custody and Victim Support group, contributes to achieving safer custody practices and transparency for Aboriginal people and obligations under the *Charter of Victims' Rights*. For information, please contact the Aboriginal Engagement Officer (AEO) at your local PAC or PD, ask your ACLO or raise the question at your local PACC meeting.

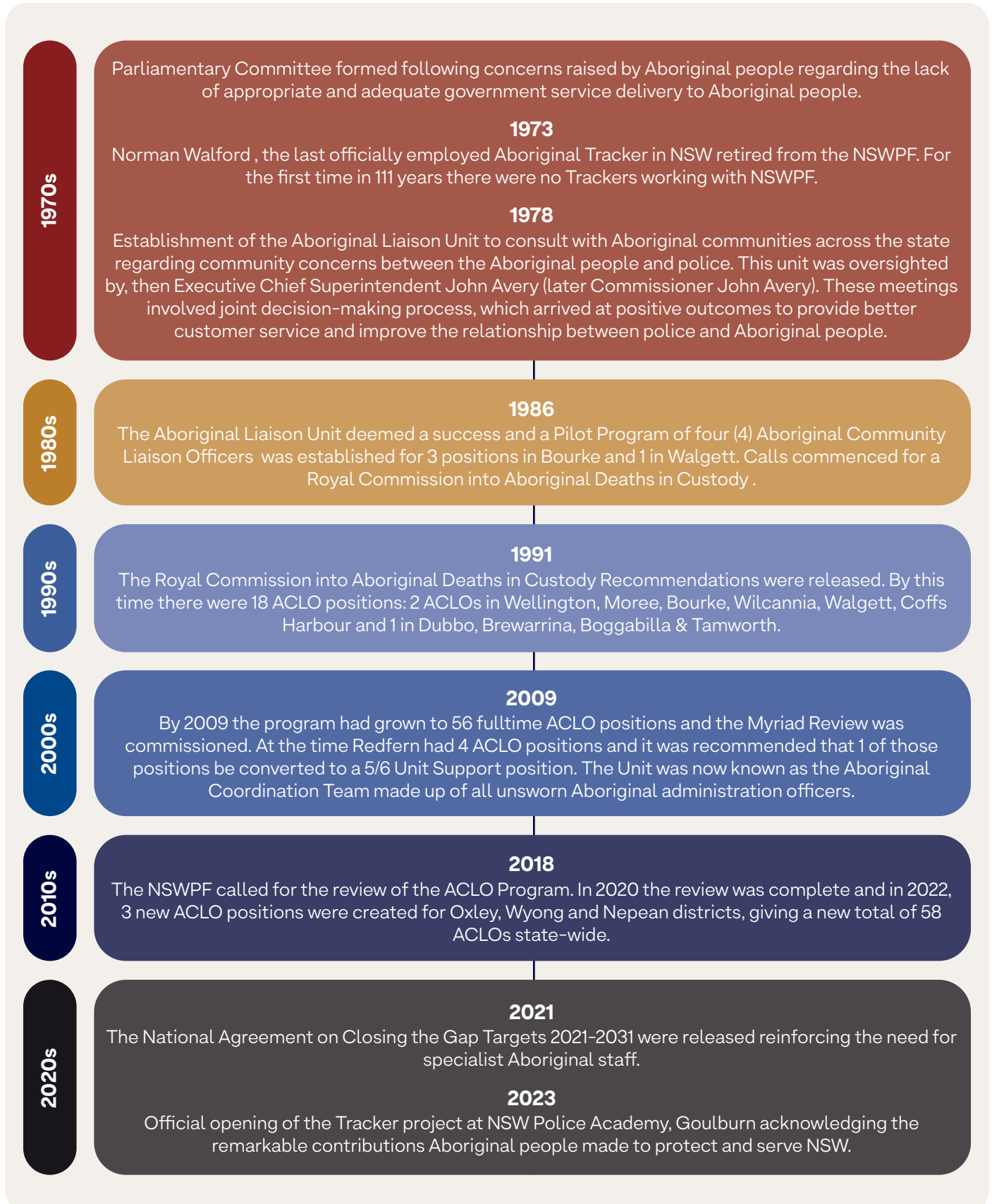
Victims of Crime

The NSWPF plays a vital role in responding to and providing support for victims of crime. The NSWPF acknowledges that the response to victims of crime involves the participation of other government and non-government agencies and cannot be achieved by police on their own. In many cases a number of service providers may have key responsibility in the provision of service. The NSWPF will make every effort to provide information and referral.

The Victims Rights and Support Act 2013 recognises and promotes the rights of victims of crime. It defines a victim of crime as being a person who suffers harm as a direct result of an act committed, or apparently committed by another person in the course of a criminal offence in NSW.

If a person dies as a result of a criminal act, a member of the person's immediate family is also a victim of crime for the purposes of the *Victims Rights and Support Act 2013*.

The Aboriginal Community Liaison Officer (ACLO) Program



The Aboriginal Community Liaison Officer (ACLO) Program

Aboriginal Community Liaison Officers (ACLOs) are employed at specific Police Area Commands or Police Districts that have higher populations of Aboriginal people. ACLOs are civilian employees of NSWPF, not sworn police officers. The ACLO role:

- Develops and maintains open, supportive communication and builds on, and strengthens relationships between Aboriginal people, partner organisations and the NSWPF
- Provides vital engagement and support to Aboriginal People, the NSWPF, stakeholders and partners
- Supports community groups with crime prevention and diversion programs relevant to policing in order to reduce crime and build safer communities
- Assists in establishing and maintaining Aboriginal Victim and Custody Support groups
- Provides support to Aboriginal persons in custody or victims of crime and family members
- Promotes the role, purpose and responsibilities of the ACLO and the Aboriginal Strategic Direction (ASD)
- Encourages Aboriginal Communities to work alongside Police to address crime, violence and fear of crime
- Work together in closing the gap on Aboriginal disadvantage, over representation in the justice system and within policing environments
- Works in conjunction with the Education Development Officer (EDO) and assists in the delivery of localised Aboriginal Cultural Awareness training
- Assists PACC meetings, the development of Aboriginal Action Plans and crime prevention initiatives within local Aboriginal Communities
- Assists in emergencies, natural disasters and pandemics. ACLOs, through difficult times, have provided care packages and links for our most vulnerable communities and people.



ACLOs are at the forefront of providing support to Aboriginal People and cultural guidance to the NSWPF and affiliated services. They run community programs and are fundamental to the NSWPF Youth Strategy and the connection to PCYC. Their work is highly regarded and immeasurably valued.

In 2022, the ACLO program has increased from 55 staff to 58 with 3 ACLO positions now in Tuggerah, Nepean and Oxley Police Area Commands and Districts. The Aboriginal Community Liaison Officer (ACLO) Program.

Closing Statement

The NSW Police Force Aboriginal Strategic Direction (ASD) is written *by* Aboriginal people and in consultation *with* Aboriginal people.

The ASD is written for *ALL* people and provides a framework of authentic communication and engagement to drive sustainable life outcomes for Aboriginal people and to provide a safer NSW for all.



NSW Police Force ASD Resources*

- PASAC documents
- ASDSC documents
- PACC documents
- AEO Handbook
- ACLO Handbook
- Victim & Custody Support information
- Booklets
- Intranet pages
- ASD feedback summary

*Internal use only

External ASD Resources

- Royal Commission into Aboriginal Deaths in Custody
- National Agreement on Closing the Gap
- Family is Culture
- Bringing them Home Report – Australian Human Rights Commission
- NSW Public Service Commission
- NSW Aboriginal Affairs (NCARA, NIAA, AHO, ABSec, Legal Aid)

Aboriginal languages in NSW & ACT



Reconciliation NSW

Welcome to country

ASD Resource

Welcome to Country

Is a Ceremony whereby the Traditional Aboriginal Owners, usually an Elder, welcome people to their Country and land. The wording, conduct or format of these ceremonies is at the discretion of the Traditional owners and the Elder providing the 'Welcome'.

A fee for service is paid to Aboriginal people when they are engaged by to perform ceremonial functions and this includes a Welcome to Country.

Acknowledgment of Country

Is a statement that can be made by non-Aboriginal people and Aboriginal people from other countries to show respect for Aboriginal protocol and the relationship Aboriginal people have with the land and waters. This should occur at all meetings, events and gatherings and can be done by all members of the meeting/event.

The following is an example of an Acknowledgment of Country;

"I wish to acknowledge that this meeting (event) is being held on the Traditional Lands of the (relevant) people. I recognise their continuing ownership and connection with these lands and pay respect to the Elders past, present and emerging. I acknowledge all Aboriginal People here present with us today".

Working '*off Country*' means an Aboriginal employee is working away from their traditional land or home. The NSWPF acknowledge that there will be many times an Aboriginal employee will be working 'off Country' and recognises that each Country has different protocols and traditions that need to be followed.



NSW Police Force

