

NSW POLICE FORCE
ABORIGINAL EMPLOYMENT AND ENGAGEMENT STRATEGY
2020-2023

Strengthening the experiences of our **Aboriginal Workforce.**

A JOURNEY TO BELONGING AND CONNECTION.

A workplace where the unique skills, knowledge and capabilities **of Aboriginal people are valued.**



Acknowledgment of traditional owners

The NSW Police Force pay our respects to the traditional owners of the lands on which we live and work and pay respects to the Elders both past and present.

In this Document

The term 'Aboriginal' is intended inclusively, to refer to both Aboriginal and Torres Strait Islander peoples of Australia. We recognise that people of Torres Strait Islander origin may not also be of Aboriginal descent. We respectfully acknowledge Torres Strait Islanders as Australia's First Peoples. We acknowledge their separate culture, belief systems and identities.

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Welcome to Country

Welcome to Country is given by an Elder, Traditional Custodian, or recognised spokesperson of the local Aboriginal community. It is given to open proceedings, usually that involves external guests or dignitaries at an event by welcoming you, your organisation and visitors to Country. The Welcome may provide a brief history or story about the land, their connection with it, or introduce you to some local customs or landmarks. It may involve stories, dance, song, a smoking ceremony or other activities.

Acknowledgment of Country

Acknowledgment of Country serves to introduce and recognise the land and tradition, except in the case of an Acknowledgment, you are acknowledging Aboriginal people, Traditional Custodians and the land, rather than welcoming people to it. The Acknowledgment of Country can be delivered by either an Aboriginal or non-Aboriginal person.

Executive sponsorship.



MESSAGE FROM THE COMMISSIONER

The NSW Police Force is one of the largest and most geographically dispersed employers in the state. As a result, we have a unique employment proposition for our First Nations Peoples.

It is important for us, as an organisation that we continue to build a workforce that is representative of the NSW community. I am proud that as an organisation, we have made much progress in attracting, developing and retaining Aboriginal people in the NSW Police Force. Since 2015, our Aboriginal workforce has increased from 2.7% to 3.1% overall in 2020.

The number and rates of Aboriginal young people and adults involved in the criminal justice system in NSW is high and disproportionate to the population. As an organisation we must attract, develop and build an Aboriginal workforce to assist in positive interactions with the Aboriginal communities we serve.

Under the Aboriginal Employment Strategy 2015 – 2019 we committed to a strong focus in professional development for our Aboriginal employees in leadership, project management, HR management and wellbeing. In 2018 we celebrated 10 years of Indigenous Police Recruitment Our Way Delivered (IPROWD) and recognise the enormous impact the program has had and will continue to have on many of our Aboriginal communities as an entry point to a role within the NSW Police Force.

The new Strategy is about ensuring we remain focused on continuing to provide career opportunities for Aboriginal people and embedding an inclusive workplace culture where all Aboriginal employees feel a sense of belonging and connection as they contribute their skills to the work of the NSW Police Force.

Through the NSW Police Force Inclusion & Diversity Council, which was established in 2019, we will ensure Aboriginal employees have an influential voice in ensuring our workplaces are inclusive and respectful.

I am personally committed to seeing our Aboriginal workforce building rewarding careers and achieving their full potential in the NSW Police Force. Working together I am confident we will achieve the objectives outlined in this Strategy.

M J Fuller APM

Commissioner of Police

The Aboriginal Employment & Engagement Strategy is a critical part of the HR Commands strategic agenda towards developing a high performing NSW Police Force. Along with four other interrelated strategies the initiatives presented in this document outline how we will continue to embed inclusion, belonging and connection for our diverse workforce.



MESSAGE FROM ASSISTANT COMMISSIONER, HUMAN RESOURCES

It is my pleasure to present the NSW Police Force Aboriginal Employment and Engagement Strategy 2020-2023. NSW is home to one-third of the Aboriginal population across Australia. As an employer, with a local presence throughout NSW, we are well placed to provide rewarding and meaningful career pathways for Aboriginal people.

This Strategy will guide the NSW Police Force for the next four years to build and grow on past achievements and assist in developing and implementing key initiatives to increase Aboriginal employment and engagement. Creating a true sense of ownership has been paramount in the development of this strategy and as such, has been drafted in collaboration with key business stakeholders and thorough consultation with our Aboriginal workforce.

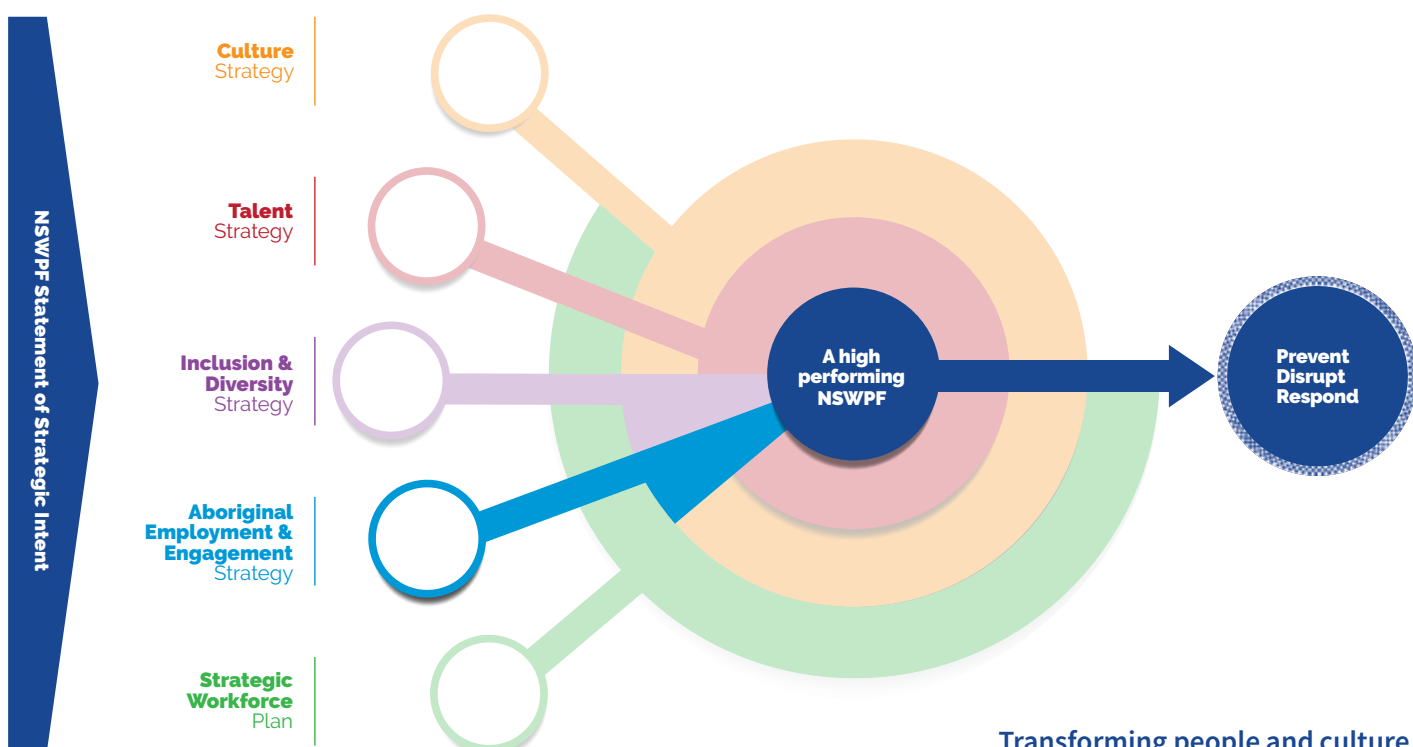
At the heart of the Strategy is a commitment to enhance and ensure a culturally safe workplace where the unique skills, knowledge and capabilities of Aboriginal people are valued and harnessed.

Some of the key new initiatives I am most excited about are the implementation of the Aboriginal Cultural Awareness Training for Executive and Leaders and the IPROWD Improvement Action Plan. The Strategy will be reviewed annually to ensure continued alignment with key business and Government priorities, capturing and addressing new objectives and innovation. The outcomes will be regularly evaluated and reported to the NSW Police Force Inclusion & Diversity Council on a quarterly basis.

I look forward to the HR Command collaborating with the organisation to progress the Strategy and underpinning objectives.

Leanne McCusker APM

Assistant Commissioner, Human Resources



Let's start with **the why.**

Our objective is clear and simple. We're striving to create a workplace where the unique skills, knowledge and capabilities of Aboriginal people are valued and where Aboriginal people can build rewarding careers and achieve their full potential.

The key objective of this strategy is to increase the number of Aboriginal employees in our organisation, particularly in leadership positions.

When we do this the benefits will be considerable, not only within our organisation, but in our engagement with the community.

It will also align NSW Police Force with the NSW Public Service commitment to improve the representation of Aboriginal People in senior leadership roles, and increase recognition of their unique value and contribution to society.

We are committed to:

ACKNOWLEDGMENT

We recognise that there is work to be done to make the NSW Police Force an employer of choice for Aboriginal people.

PARTNERSHIP

We will associate the organisation with Aboriginal communities in NSW to increase our participation.

VALUE AND RESPECT

We will value and respect the unique skills and expertise that our Aboriginal workforce bring to the organisation.

Our People, our purpose. A shared responsibility.

This strategy represents our commitment to fresh initiatives and decisive actions designed to engage with our Aboriginal employees in ways that are relevant to them.

It provides the framework for a working environment that supports the active recruitment, retention and development of meaningful career pathways for Aboriginal People.

The success of our Aboriginal strategy is a shared responsibility.

At the heart of this strategy, and central to its success is the shared responsibility we all have, as employees and leaders. We must create a culturally safe work environment, and actively identify opportunities to recruit, retain and develop Aboriginal employees.

This strategy is aligned with the *NSW Police Force Commissioners Statement of Strategic Intent, NSW Working Together for a better Future: The NSW Public Sector Aboriginal Employment Strategy 2019-2025 and the Driving Public Sector Diversity Premier's Priority.*

What we'll notice as a result:

We'll see many benefits through the life of this Strategy in our Workforce, Workplace and in our Leadership.



Workforce

- ✓ A greater understanding of our Aboriginal workforce and strengthened partnerships with local communities.
- ✓ Higher levels of engagement in the Aboriginal Employee Network.
- ✓ Aboriginal people are included in our recruitment and promotion processes.



Workplace

- ✓ A stronger sense of well-being and cultural safety for our Aboriginal workforce .
- ✓ Greater confidence of employees choosing to self-identify as Aboriginal in SAP.
- ✓ Increased visibility and numbers of Aboriginal employees in the NSW Police Force.



Leadership

- ✓ Our Aboriginal workforce are visible in leadership positions in both sworn and administrative roles.
- ✓ A decrease in Aboriginal separation rates, and an increase in Aboriginal promotions.
- ✓ Supportive and inclusive workplaces to ensure Aboriginal people are valued and reach their full potential.

Aboriginal people in the NSW Police Force.

There has been a steady increase in the attraction of Aboriginal people in the NSW Police force but we need to do more to retain and develop our Aboriginal employees.

The NSW Police Force aims to attract increasing numbers of Aboriginal people into career pathways that are diverse and inclusive. It is important that we cultivate a workplace where the unique skills, knowledge and capabilities of Aboriginal people are valued.

Aboriginal people represent 3.1% of the organisation and the separation rate for Aboriginal employees is currently 3.95% per calendar year.

We are committed to improving our separation processes to further understand the key reasons Aboriginal employees may be leaving the NSWPF and ensuring we are implementing appropriate retention strategies.

3.1%

Total NSW Police Force identify as Aboriginal

In the NSW Police Force Aboriginal employees represent 3.1% of our total workforce. As an organisation we must advocate for the recruitment of Aboriginal people and engage our Aboriginal workforce to understand the unique skills Aboriginal people bring to the organisation. When we all participate in this conversation and contribute to meaningful action for Aboriginal talent acquisition, we'll see positive change, and become an Employer of Choice for Aboriginal people.

1.9%

Aboriginal sworn employees are at Inspector or above

0.5%

Aboriginal admin employees are at clerk grade 11/12 and above

Internally we are actively working to recognise and support eligible and motivated Aboriginal employees who have earned the right to step forward for promotion, but may not have done so. As an organisation we're making a conscious effort to foster Aboriginal leadership and growth in our workforce. Examples include: Leadership Development Programs, working with leading Universities; and an Aboriginal mentoring program.

98.1%

Aboriginal sworn employees are at Sergeant rank or below

99.5%

Aboriginal admin employees are at clerk grade 9/10 and below

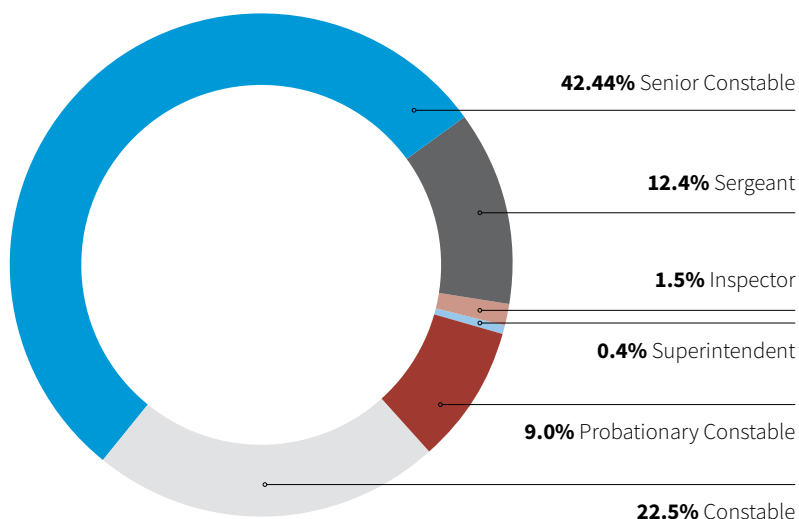
Greater visibility of Aboriginal leaders in the NSW Police Force is one way to encourage the view that a career in our organisation will be personally rewarding for Aboriginal people. For our current workforce, we will commit to providing the skills, capability and support they need to excel in the organisation. Regardless of their role and rank, we will ensure they feel valued.

In 2010 there was a total of 377 Aboriginal employees in the NSW Police Force representing 2.0% of the total headcount – but we see more opportunity for growth.

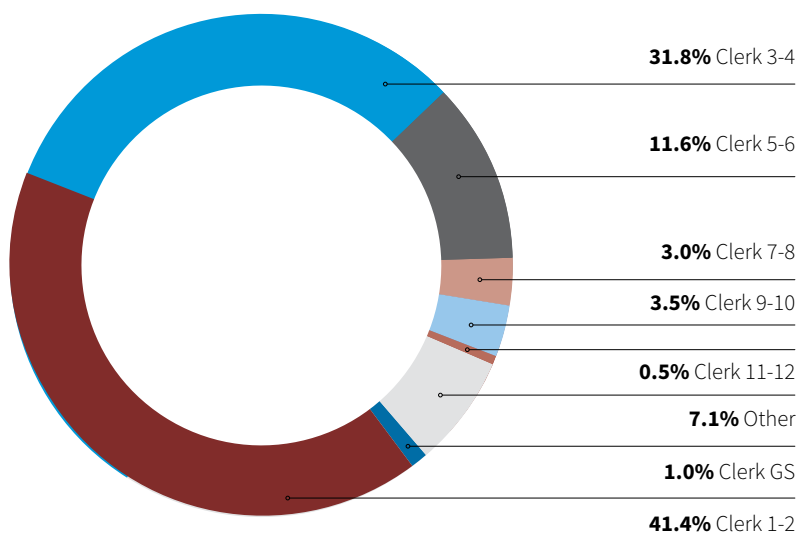
This Strategy takes a career pathway approach in that it sets an ambitious goal of increasing Aboriginal employment across each rank and grade of the NSW Police Force.

This approach will support our aim to increase the number of Aboriginal Leaders in the organisation and create a talent pipeline to sustain growth in the NSW Police Force.

NSW Police Force ATSI Personnel – Police by rank.*



NSW Police Force ATSI Personnel – Admin by grade.*



3.6%

Total Aboriginal women represented in the NSW Police Force.

2.7%

Total Aboriginal men represented in the NSW Police Force.

646

Total Aboriginal employees.

196

Total Aboriginal Admin employees.

450

Total Aboriginal NSW Police Officers.

* The NSW Police Force Snapshot data is representative of our workforce profile at 30 June 2020. This aligns with corporate data reporting standards. This may mean that data is not representative of the workforce at date of publication and annual review. Senior Leadership roles are defined as Inspector and above.

The voice of Aboriginal people is at the centre of belonging, leadership and decision making.

The NSW Police Force are actively working to create two-way conversations with our Aboriginal employees.

We will support and value Aboriginal people and their voice. Participation is key to the success of our strategy, and this is important at the local level throughout the organisation.



The Aboriginal Employee Network (AEN)

The AEN's vision and mission is to help create a culturally safe network for Aboriginal employees by providing leadership and peer support.



The AEN Executive Team

The Executive Team is made up of Aboriginal employees who have been elected to represent and support their peers. This team actively contributes to relevant initiatives to drive and lead Aboriginal engagement.



The Inclusion & Diversity Council (IDC)

The IDC is internally focused, working to collectively influence our commitment to a diverse and inclusive culture in the NSW Police Force. The Council is sponsored by the Commissioner of Police and chaired by the Deputy Commissioner, Corporate Services.

Sergeant Malcolm Elliot

General Duties Supervisor, Campbelltown City Police Area Command

Proud, Dunghutti Man from Kempsey NSW

Service: 20 years



I have been in the NSW Police Force coming up to 20 years now. It is an employer of choice as it offers structure, financial security, paths to development and most important for me, is that it supports and promotes the development of its Aboriginal employees.

I feel this is an unknown quality of the NSW Police Force. We should promote and celebrate this organisation for its ongoing support and development of its Indigenous employees

Sergeant Rebecca Lewis

Aboriginal & Torres Strait Islander, Student Liaison Officer, Education & Training Command, Goulburn

Proud, Gomeroi (Kamilaroi) Women from Moree NSW with connections to Dunghutti & Nagoorbal Country

Service: 19 years



I joined the NSW Police Force to be a voice and advocate for my mob when it comes to decisions being made about Aboriginal and Torres Strait Islander people within the organisation.

I have a strong passion and commitment to see more Aboriginal and Torres Strait Islander people in Leadership roles within the NSW Police Force.

Strengthening the experience of Aboriginal employees.



Positive Change

There will be clear evidence at a local level of how this strategy is working.

The objectives and action plans really focus on what can be done at Command level, because that's where we'll see positive change; such as an increase in Aboriginal

employment at the NSW Police Force, and real engagement with our work. We're aiming for all employees to understand how important this is to our service in the community, and play their part to make it a reality.

**Prevent
Disrupt
Respond**

Commitment

Through our commitment we will see many benefits through the life of this strategy.



Workforce

We're committed to ensuring Aboriginal people have meaningful career pathways. We'll develop and implement programs to support career development and report on progress.



Workplace

We're committed to promoting an inclusive workplace that supports and values Aboriginal people, their communities and voice. Increased participation in community events and cultural activities will help increase Aboriginal representation in the organisation.



Leadership

We're committed to supporting leadership development and involvement in decision-making for our Aboriginal employees. We'll contribute to this by strengthening succession and promotion pipelines for Aboriginal employees.



Joe Cassar

**Assistant Commissioner (APM),
Southern Region Commander
and Corporate Sponsor for
Aboriginal Engagement**

"The development and integration of culturally responsive practices will take a high level of participation by all employees in the organisation and efforts to strengthen partnerships with Aboriginal communities needs to be a focus. To enhance Aboriginal participation, we have made the commitment to a governance structure that ensures our Aboriginal employees and communities are involved in the design, development and delivery of programs that impact them. Because Aboriginal voice is our guiding principle, it puts Aboriginal experiences and voices at the centre of decision-making."



Providing meaningful career pathways for Aboriginal people.

The NSW Police Force is committed to increasing the representation of Aboriginal people in its workforce.

Significant work has been undertaken through independent evaluation of the Aboriginal Employment Strategy 2015-2019 and internal consultation, but we recognise that further work and innovation is required.

This objective focuses on developing innovative sourcing strategies to recruit, retain and develop Aboriginal people. It also ensures that Aboriginal employees, regardless of their role or level, have the skills, capability, support and experience required to excel in the organisation.

NSW Police Force will achieve this through:

1. Developing and launching an attraction and recruitment campaign highlighting the benefits of a career with the NSW Police Force for Aboriginal People.
2. Implementing the NSW Police Force and TAFE NSW reviewed and improved IPROWD Program.
3. Developing and implementing innovative recruitment pathways into the NSW Police Force including traineeships, internships and graduate programs for Aboriginal People.
4. Developing and implementing the Aboriginal support component of the NSW Police Force Induction Program for Aboriginal employees.
5. Creating hiring manager tools and resources to support the effective recruitment of Aboriginal people including the Aboriginal Employment Guide for Commanders.

What you* can do locally.

Ensure meaningful career pathways for Aboriginal people:

- Promote the Strategy in community engagements.
- Participate in local Aboriginal targeted career expos.
- Participate in local events of cultural significance to the Aboriginal community.
- Speak at local schools and TAFE Institutions to promote policing as a career to create proactive recruitment partnerships
- Promote and encourage Aboriginal people to enroll in the IPROWD.

Develop and implement programs that support the career development of Aboriginal employees:

- Ensure newly recruited Aboriginal employees attend corporate induction and are assigned an Aboriginal staff member for support.
- Sponsor Aboriginal employees to complete further study or professional development.
- Provide relieving opportunities in, or out of your local command to Aboriginal employees.

Strengthen data integrity and systems to inform better decision making:

- Increase our people's confidence to self-identify Aboriginal by ensuring they feel culturally safe to do so.
- Ensure all staff are aware that data integrity enables better decision making at all levels.
- Provide and present data to your Aboriginal employees, community and external delegates that is easy to understand.

* All NSW Police Force Employees.



Embedding an **Inclusive Workplace.**

NSW Police Force is committed to supporting Aboriginal employees undertake their cultural obligations, positively impacting the community, employee retention and workplace experience.

This objective aims to enhance a culturally safe workplace where Aboriginal people feel included and valued. It ensures Commanders and Leaders throughout the organisation provide support to their employees to engage in cultural activities and obligations within the NSW Police Force.

It also focuses on re-establishing a stronger and effective employee network to drive outcomes and increase retention of Aboriginal employees.

NSW Police Force will achieve this through:

1. Strengthening cultural knowledge of NSWPF Executive, Leaders and other staff as required through Aboriginal Cultural Training and immersion programs.
2. Strengthening the operation of the Aboriginal Employee Network (AEN) through a review of its charter, purpose, ways of working and increased capability to provide mentorship and support for fellow Aboriginal employees in their journey.
3. Revamping and promoting of the Back to Country program to enhance its delivery and promote its benefits across the organisation.
4. Utilising and participating in internal and external benchmarking platforms.

What you can do locally.

Promoting a culturally aware and inclusive workplace that supports and values Aboriginal people, their community and voice:

- Acknowledge and celebrate Aboriginal culture through Welcome to Country and ensure that Acknowledgment of Traditional Owners and Elders is consistent with protocols (page 3).
- Request your Aboriginal staff members to explore local cultural training and development for staff.
- Attend corporate training opportunities to enhance awareness and proficiency in local Aboriginal culture.
- Work with your Aboriginal staff to immerse yourself in local communities, customs and traditions.

Support participation in the Aboriginal Employees Network to improve its operation and impact:

- Promote and support local events for Reconciliation Week, NAIDOC Week as well as other culturally significant dates.
- Conduct research on local Aboriginal events and encourage all staff to participate..
- Support Aboriginal Probationary Constables to attend Aboriginal Employee Network meetings and conferences.

Drive an increased participation rate in Aboriginal events and cultural activities:

- Encourage Aboriginal employees to attend local network meetings and events.
- Ask your Aboriginal staff to provide an update at leadership meetings on the most recent network meeting to share key challenges, innovation and opportunities.
- Share any obstacles or key achievements with the Inclusion & Diversity Council members for discussion and/or acknowledgment.

Review internal practices to identify barriers to Aboriginal recruitment and retention:

- Review localised policies and procedure documents focusing on inclusive language.
- Consider targeting vacant positions for Aboriginal people to influence change across the organisation
- Familiarise yourself with the Aboriginal Employment Guide for Commanders and Human Resource Managers.
- Engage with the Aboriginal Employment & Engagement Team during the recruitment process.



Strengthening inclusive & respectful **Leadership.**

**NSW Police is committed to
ensuring Aboriginal participation
in decision-making.**

Aboriginality is a genuine occupational qualification, and engagement with Aboriginal People is vital to helping us uncover new and rewarding initiatives.

We will focus on Aboriginal employment and engagement as a priority across the NSW Police Force through a strong commitment to change. Leading meaningful engagement through inclusive action with Aboriginal communities will make a difference to the way we think and work together.

The objective also ensures respectful inclusive leadership is role modeled and there is a clear and visible commitment to drive the strategy priorities at a local level.

NSW Police Force will achieve this through:

1. Targeting or Identifying positions at Clerk grade 11/12 or Senior Executive (admin) level for Aboriginal people.
2. Enhancing and tailoring existing NSWPF leadership programs for Aboriginal employees to strengthen succession and promotion opportunities.
3. Partnering with TAFE NSW and a University to provide the Aboriginal Employee Network with professional development opportunities and tertiary qualifications.
4. Incorporating Aboriginal Employment and Engagement Strategy 2020-2023 Objectives into Commands' performance plans and reporting on strategy outcomes.
5. Designing and implementing a bespoke mentoring and coaching program for Aboriginal employees to assist in career support, professional development and engagement and retention.

What you can do locally.

Leadership development of Aboriginal employees:

- Provide professional development which supports strength based leadership in daily activities.
- Offer Aboriginal staff to facilitate local cultural awareness activities for your Command.
- Allow Aboriginal staff to attend IPROWD information sessions in the community or TAFE NSW.
- Encourage attendance at local Aboriginal inter agency meetings or forums.

Integrate inclusive leadership and accountability across the organisation:

- Complete a local Aboriginal Participation Plan on an annual basis to outline key activities supporting the Strategy.
- Incorporate Aboriginal employment and engagement objectives into command and individual performance plans.
- Value diversity of thought, perspective and wisdom through inclusive leadership practices.
- Inspire high performance through an environment of fairness, equality and respect.

Strengthen succession and promotion pipelines for Aboriginal employees:

- Provide development opportunities to Aboriginal employees such as acting and relieving appointments in higher grades or ranks.
- Consider targeting administration roles to Aboriginal people.
- Endorse and sponsor Aboriginal employees to participate in leadership development programs.
- Provide mentorship or guidance to obtain a local mentor for Aboriginal employees.





How we'll bring the strategy to life.

As we start on the journey to belonging & connection, we need a clear focus on the important benefits the strategy will deliver. As an organisation we are committed to delivering on the benefits to our Aboriginal workforce, our organisation and the communities we serve.

Monitoring our progress through internal and external benchmarking platforms.

- NSW Premier's Priority: increasing the number of Aboriginal people in senior leadership roles (World-class public service).
- The NSW public sector Aboriginal employment strategy: *NSW Working together for a better future 2019-2025.*
- *Opportunity, Choice, Healing, Responsibility, Empowerment (OCHRE) Plan.*
- This strategy will be reviewed regularly with actions reported on a quarterly basis to the Inclusion and Diversity Council (IDC). It will be governed through a six monthly Commissioners Executive Team reporting cycle as per the IDC.

July 2020 →




-  Strengthening cultural knowledge of NSWPF Executive, Leaders and other staff as required through Aboriginal Cultural Training and immersion programs.
-  Pilot innovative recruitment pathways into the NSW Police Force including traineeships, internships and graduate programs for Aboriginal people.
-  Strengthening the operation of the Aboriginal Employee Network (AEN) through a review of its Charter, key purpose and ways of working.
-  Partnering with TAFE NSW and a University to provide the Aboriginal Employee Network with professional development opportunities and tertiary qualifications.



January 2021 →

-  Developing and launching an attraction and recruitment campaign highlighting the benefits of a career with the NSW Police Force for Aboriginal People.
-  Creating hiring manager tools and resources to support the effective recruitment of Aboriginal people including the Aboriginal Employment Guide for Commanders.
-  Piloting an Aboriginal Cultural Training and immersion program for Executives and Leaders.
-  Reviewing the NSW Police Force and TAFE NSW IPROWD Improvement Action Plan to ensure progression.
-  Incorporating Aboriginal Employment and Engagement Strategy 2020-2023 Objectives into Commands' performance plans and reporting strategy outcomes.







January 2022 →

-  Developing and implementing the Aboriginal support component of the NSW Police Force Induction Program for Aboriginal employees.
-  Enhancing and tailoring existing NSWPF leadership programs for Aboriginal employees to strengthen succession and promotion opportunities.
-  Implementing the NSW Police Force and TAFE NSW reviewed and improved IPROWD Program and reporting on the review.

-  Designing and implementing a bespoke mentoring and coaching program for Aboriginal employees to assist in career support, professional development and engagement and retention.
-  Implementing innovative recruitment pathways into the NSW Police Force including and building on lessons learnt from pilot programs.

January 2023 →

-  Targeting or Identifying positions at Clerk grade 11/12 or Senior Executive (admin) level for Aboriginal people.
-  Partnering with a University to implement an Aboriginal Emerging Executives program.
-  Revamping and promoting of the Back to Country program to enhance its delivery and promote its benefits across the organisation.
-  Utilising and participating in internal and external benchmarking platforms.

The Artwork.

Aboriginal employment and connections to NSW Aboriginal communities.

The artwork used in this document was supplied by **Lani Balzan**, a proud Aboriginal woman from the Wiradjuri people of the three-river tribe in Mudgee.

The eagle represents protection, strength, courage and wisdom. The importance of power and balance, dignity with grace achieved through knowledge and hard work. The wings symbolise coverage out and over community connecting to country and to our people.

The dotted white area around the eagle represents Aboriginal employees in the NSW Police Force.

The lined and dotted areas around the eagle represent the Aboriginal Employee Network where staff from different areas come together and gather for meetings. The white dotted pathway areas leading out from the eagle's wings represent the travel of the recruitment journey into the NSW Police Force Aboriginal communities.

The coloured dotted symbols on the outside connecting back to the foundation represent the NSW Police Force Aboriginal Employment & Engagement Strategy. The teams traveling state-wide to meet with Aboriginal staff and communities to promote the NSW Police Force as an employer of choice to Aboriginal communities.

The white circles and black dots around the painting represent going back to Country, where Aboriginal employees participate in and join local events held on their Country. These initiatives provide opportunities for employees to return to Country often as a role model and to share their career journey with community.

Finally, the hand print on the left-hand side represents the bond of the Aboriginal employees and the strength that carries them.



Allison Reid

Aboriginal Community Liaison Officer (ACLO) Albury

Proud, Wiradjuri Woman from Griffith NSW

Service: 8 years

I am a survivor of being taken (Stolen Generation).

I chose to apply for the Aboriginal Community Liaison Officer (ACLO) position in Albury in 2012 because of my work with the Women's Refuge in which I saw many issues with Police & the Local Aboriginal Community i.e. trust – nil or very little Communication between the two. I could see an 'us versus them'

attitude and cultural differences which came across as a lack of respect, trust and education.

My time in the NSW Police Force has taught me a lot about myself, community, Police practices, media. I consider myself very fortunate to work as a part of the Crime Management Unit. I would like to think I am sharing my Cultural Knowledge to promote better

relationship between the Local Aboriginal Community & Police and I don't mind admitting I learn something every day!

The NSW Aboriginal Employee Network and overall state-wide support structure is very good. If I ever need help with anything, help is only a phone call away.





NSW POLICE FORCE ABORIGINAL EMPLOYMENT AND ENGAGEMENT STRATEGY 2020-2023

FURTHER INFORMATION

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