

LGBTQIA+ Consultative Committee Communique



LGBTQIA+ Consultative Committee - Communique 5

Meeting of 23 July 2025

Attendees:

Co-Chair Assistant Commissioner Leanne McCusker APM
Co-Chair Michael Woodhouse – ACON, CEO
Dr Jess Hooley
Jasmine Jevaherjian- Multicultural NSW
Jesse Matheson - Sydney Gay Lesbian Mardi Gras
Dr Justin Ellis – University of Newcastle School of Law & Justice
Krishna Blackley - Minister Catley's Office
Detective Superintendent Darren Newman
Detective Superintendent Grant Taylor
Superintendent Sonya Tabor
Detective Chief Inspector Bradley Johnston
Inspector Perri Hayes
Inspector Maryanne Stanford
Alison Sears – NSW Police
Dr Bridget Mottram – NSW Police
Shireen Karnib – NSW Police

Background:

The Special Commission of Inquiry recommendations being discussed as part of the LGBTQIA+ Consultative Committee are number: 8 - Development and delivery of mandatory/ongoing LGBTIQ awareness training across NSWPF, 15 (b)- Interaction between Engagement and Hate Crime Unit and Unsolved Homicide Team in appropriate cases and 19 - The approach to bias crimes.

Meeting Highlights:

The fifth LGBTQIA+ Consultative Committee (the Committee) meeting was held at the Sydney Police Centre, Goulburn Street Surry Hills, on 23 July 2025.

The Committee was provided with an update from the Crime Prevention Command (CPC) about several training packages currently being developed for NSW Police staff. First, the mandatory LGBTQIA+ awareness training (Commissioner's Training Directive (CTD)) that will be rolled out to all staff in late July 2025 has now been titled "Advancing Policing for LGBTQIA+ Communities". This training contains three modules in line with Recommendation 8 of the Special Commission of Inquiry (SCoI):

- Cultural Awareness and Inclusive Language



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- Trauma informed Communication
- Responding to LGBTQIA+ Bias and Hate Crime

Each module includes contributions from LGBTQIA+ agency and community representatives, who share their lived experiences aligned with these key themes. Further, module one contains a timeline showcasing the evolving relationship between the LGBTQIA+ community and the NSWPF, alongside the community's milestones, in securing legal legitimacy and social recognition.

The learning outcomes for the training are:

1. Identify common indicators of LGBTQIA+ bias crimes.
2. Recall how to accurately record LGBTQIA+ bias crimes incidents in WebCOPs.
3. Identify appropriate circumstances to contact the NSWPF Engagement Hate Crimes Unit, as per the intranet guidelines.
4. Recognise the importance of cultural awareness and the use of appropriate and inclusive language to engage with the LGBTQIA+ community respectfully.
5. Acknowledge the historical and ongoing trauma experienced by the LGBTQIA+ community – including friends, family and loved ones.
6. Consider trauma-informed communication strategies when engaging with partners, families, friends and loved ones of victims who are members of the LGBTQIA+ community.
7. Recognise the role of conscious and unconscious bias and its potential impact on investigations involving LGBTQIA+ communities.

The Committee viewed the 17 minutes of footage that is being inserted across the three modules that make up the CTD and were happy with how it's come together. The Committee heard from Learning, Development, and Delivery, who advised there are only three CTDs currently slated for this financial year.

The second course that CPC provided an update on was the new GLLO Course. Significant progress has been made with the new iteration of the GLLO course, with the course now including 3 online self-paced modules and F2F training that will feature two rolling Simulated Operations exercises:

- Scenario 1 - Targeting through dating app Grinder
- Scenario 2 – Respectful workplace behaviours

It is anticipated that the first face-to-face workshop will be delivered on 30-31 October 2025. Finally, the Committee was advised that the revised version of the Engaging with LGBTQIA+ Young people is currently with the Education Unit and Youth Command for review.

The Committee was then provided with an update from the State Crime Command on the case reviews of unsolved homicides in response to the Special Commission of Inquiry. Significant progress is being made, with 111 of 213 matters having been reviewed and finalised, which is an increase from the 92 matters in the April 2025 meeting. Between 40-50 cases having been reviewed, determinations made, and awaiting leadership to

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endorse reinvestigation or closure, and a further 33 matters are still with the UHT for determination. Four of the cases to date have been determined as having a “potential bias motivation”.

Recommendation 1 was recently completed by the Unsolved Homicide Team, with applications for fresh inquests for the four deaths of Scott Miller, Paul Rath, Richard Slate, and Carl Stockton sent to the State Coroner on 2 July 2025 for a determination, as per s85 of the Coroner’s Act (2009). This recommendation now sits with the Coroner, with a determination not expected for several months.

The Engagement and Hate Crimes Unit (EHCU) advised that currently over 19,200 NSWPF employees completed the Hate Crimes CTD for 2024-2025. Further, the second Policing Hate Crimes short course is now complete with 69 employees completing the course, with a third course planned for February 2026, and a two-day conference being planned for June 2026. Information was shared that the LGBTQIA+ community are still the third highest victim category in Q2 of 2025 behind antisemitism and Islamophobia. The Grindr assaults were discussed extensively, including concerns that victims are not coming forward to report. Several members of the Committee are working alongside NSW Police to reach as many victims as possible and encourage them to report. EHCU would appreciate any assistance from the community in encouraging victims to come forward.

Finally, the Principle Forensic Scientist of the Forensic Evidence and Technical Services Command (FETS) provided a presentation to the Committee on Forensic Investigative Genetic Genealogy (FIGG), which is a combination of an advanced type of DNA analysis, police investigative techniques, open-source intelligence, and traditional genealogy. The presentation examined how cells contain DNA, and how much of that DNA is shared by family members. With FIGG, extended relationships can now be detected, out to 4th and 5th cousins. FIGG can assist when investigations are stalled, and is a new tool available to police in investigating the 211 homicides. Unless there are any further developments that can be shared, FETS will not be able to present any further to the Committee, as any findings from here will be evidence in active investigations.

