

“Multiculturalism in Law Enforcement – Challenges and Opportunities”

Deputy Commissioner Nick (Naguib) Kaldas APM

“Advancing Community Cohesion
Towards a National Compact Conference July 2015”



NSW POLICE FORCE

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Words and perceptions

- *“Social cohesion and crime” ; “social cohesion and criminality” ; “multiculturalism and social cohesion” ; “social cohesion and offending” ; “social cohesion and crime prevention” ; “social cohesion and diversity” ; “social cohesion and the threat of terrorism” “ethnicity and social cohesion”*





Extract from part 1(3) of the
Community Relations Commission and
Principles of Multiculturalism Act (2000)

We are DIVERSE and ACCEPTING

S.3 (1) a - The people of New South Wales are of different linguistic, religious, racial and ethnic backgrounds who, either individually or in community with other members of their respective groups, are free to profess, practise and maintain their own linguistic, religious, racial and ethnic heritage.

1

We have SHARED VALUES

S.3 (1) b - All individuals in New South Wales, irrespective of their linguistic, religious, racial and ethnic backgrounds should demonstrate a unified commitment to Australia, its interests and future and should recognise the importance of shared values governed by the rule of law within a democratic framework.

2

Principles of Multiculturalism

§.3(3) The principles of multiculturalism are the policy of the State.

§.3(4) Accordingly, each public authority must observe the principles of multiculturalism in conducting its affairs.

§.3(5) It is the duty of the chief executive officer of each public authority to implement the provisions of this section within the area of his or her administration.

We consider DIVERSITY an ASSET

S.3 (1) f - All institutions of New South Wales should recognise the linguistic and cultural assets in the population of New South Wales as a valuable resource and promote this resource to maximise the development of the State.

6

We PARTICIPATE and CONTRIBUTE to NSW

S.3 (1) c - All individuals in New South Wales should have the greatest possible opportunity to contribute to, and participate in, all aspects of public life in which they may legally participate.

3

We ensure ACCESS to PROGRAMS and SERVICES

S.3 (1) e - All individuals should have the greatest possible opportunity to make use of and participate in relevant activities and programs provided or administered by the Government of New South Wales.

5

We RESPECT DIVERSITY in an AUSTRALIAN SETTING

S.3 (1) d - All individuals and institutions should respect and make provision for the culture, language and religion of others within an Australian legal and institutional framework where English is the common language.

4



International Students – safety and wellbeing





National Forum on Diversity Training in Policing



Partnerships...solutions



Celebrating Diversity





Beach Soccer Tournament



NSW Police Force -vs- International Student Teams
 (Brazil, Chile, China, Colombia, Indonesia, Malaysia,
 South Korea, Thailand and Vietnam)

Sunday 28 September 2014
 8.30am – 3.30pm at Coogee Beach

There will be:

- Batucada Brasil - Brazilian dance show
- NSW Police Force Highway Patrol vehicles
- Mounted Unit and Crime Prevention van
- Cyl Lion Dance Group
- International food stalls
- Information stalls

We will also have the unveiling of the winning entrant in the
 NSW Police Force International Students Police Car Design Competition.

Come along and join us!



SPONSORS



SUPPORTERS



Together..





PLEASE SECURE
ALL DOORS
WHEN ROOM IS
UNATTENDED



DR. TIMOTHY SUPTROWMAN

LE GROSSMAN

MICK GODA





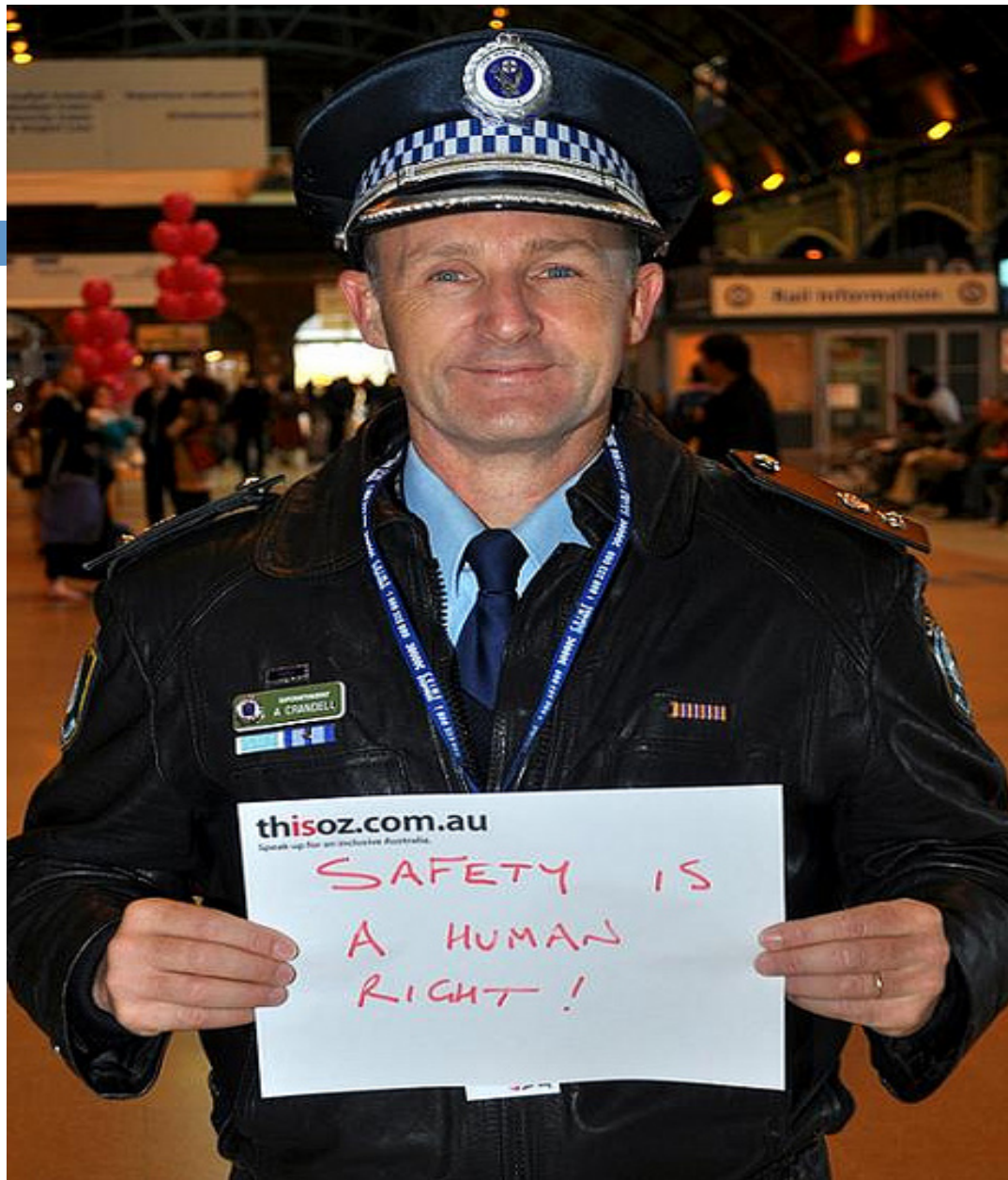


New communities



Shared communities...





Aboriginal Communities...













DiVERS**i**TY
TRA**i**NI**n**ING
NSW Police Force



EXIT

mclo
 MULTICULTURAL COMMUNITY LIAISON OFFICERS
 25 Years and
 and

DIVERSITY TRAINING
 NSW Police Force
 Unlocking diversity of
 thought, skill, ability & capability

NSW Police Force
 engaging and working with our culturally,
 linguistically and religiously diverse
 communities of NSW

People - Programs - Partnerships

FIELD SUPPORT
 EXECUTIVE SUPPORT
 DIVERSITY TRAINING
 MULTICULTURAL
 COMMUNITY
 LIAISON OFFICERS
 (MCLCO)
 SERVICES

A group of approximately seven people are seated around a round table covered with a white tablecloth. They appear to be in a meeting or training session. The table is equipped with several blue plastic water bottles, silver metal pitchers, and various papers and documents. Some individuals are looking towards each other, suggesting an active discussion. In the background, there are promotional banners for the NSW Police Force, including one for 'mclo' (Multicultural Community Liaison Officers) and another for 'Diversity Training'. The room has a modern, professional appearance with recessed ceiling lights and a white wall.







That's my boy," is the caption on a Twitter photo of 7-year-old Australian boy holding up the decapitated head of a Syrian soldier



A boy security agencies believe to be Australian Khaled Sharrouf's son holds the decapitated head of a Syrian soldier. Source: Twitter Source: Twitter

Building trust in times of calm...



International Students Workshop: Useful Information, Support and Safety Advice

Live, Study and Play Safely in Sydney



The City invites International Students to participate in a free interactive workshop to learn self-awareness, personal and surf safety skills.

Students will be able to meet and ask questions of representatives from NSW Police, Surf Education Australia and Redfern Legal Centre's International Student Legal Advice Service. City of Sydney staff will also be on hand to provide tips on pedestrian safety and basic road rules.

Presenters will provide demonstrations and answer questions from students regarding a range of issues affecting students studying and living in our city.

The workshop will take place on Wednesday 24 April 2013 at Customs House, 31 Alfred Street, Sydney from 6 to 8pm.

Refreshments will be provided. Doors open at 5.30pm for registration.

Bookings essential.

To book call **02 9288 5938**,

email yreforma@cityofsydney.nsw.gov.au

or visit www.cityofsydney.nsw.gov.au/international-students

Engaging
Aboriginal
Communities





Police

Community are US



“Wear it Purple” Day









Students designing safety messages in partnership with Police





University Library















Imagine all the people living life in peace. John Lennon



1 MAR 1998 Police march in Mardi Gras for the first time
 All uniformed officers marched in the 20th year of parade. Police marchers formed an 'arc' near the flag as a symbolic gesture of support and the police marcher with a message of support on the night.
 The marching contingent formed 'arc' 'We're here because we are' and a community endorsement on in the Mardi Gras parade. 'Who says the rainbow flag?' But 1998 was not all good news for GLO. Public criticism over police being paid to march in the Mardi Gras prevented the parade that officers would not be paid and were only allowed to participate in a voluntary basis. This position continued until 2005 when approval was granted to police to march in Mardi Gras and wear their uniforms.



6 DEC 2000 Launch of 'Violence Act' at Parliament House
 GLO has been listed in a range of community engagement activities but now, after 18 months, it's time to look at the next steps for GLO. Public criticism over police being paid to march in the Mardi Gras prevented the parade that officers would not be paid and were only allowed to participate in a voluntary basis. This position continued until 2005 when approval was granted to police to march in Mardi Gras and wear their uniforms.



2003 Matt O'Neil receives Pride Award
 Matt O'Neil, NSW Police Officer, received the 2003 Pride Award for his contributions to the community.

2003 Vole David Toulon
 Vole David Toulon, NSW Police Officer, received the 2003 Pride Award for his contributions to the community.

2006 Jackie Brown joins NSW Police
 The former Senior Program Officer, Security & Gender Diversity joined the NSW Police Force in 2006, bringing with her a wealth of experience in the area of diversity.

2007 Capacity Building
 A program of ongoing activities aimed at building the capacity of police officers to work with diverse communities.

2009 An ally of LGBTI communities & GLOs
 NSW Police Officer, Jackie Brown, was named as an ally of LGBTI communities and GLOs.

2009 Student police lectures
 The first annual lecture by a NSW Police Officer to LGBTI students was held at the University of New South Wales.

2009 An ally of LGBTI communities & GLOs
 NSW Police Officer, Jackie Brown, was named as an ally of LGBTI communities and GLOs.

25 Years & GLO-ing

a visual history of the NSW Police Force GLO program

03 28 FEB 2003 Major review of GLO training
 The review was a comprehensive review of the GLO training program. It identified areas for improvement and recommended changes to the program.

03 28 FEB 2003 Second policy endorsed
 In 2003, NSW Police, Senior Program Officer, Greg, and his colleagues, developed the second policy on gay and lesbian issues which was endorsed by the Commissioner and 17 Commissioner's Executive Units.

03 28 FEB 2003 Policy Document on Gay and Lesbian Issues
 The document outlines the NSW Police's commitment to the equality of all people and the need for police to understand and support the diversity of the community.

03 28 FEB 2003 An ally of LGBTI communities & GLOs
 NSW Police Officer, Jackie Brown, was named as an ally of LGBTI communities and GLOs.

03 28 FEB 2003 Student police lectures
 The first annual lecture by a NSW Police Officer to LGBTI students was held at the University of New South Wales.

Policy on sexuality and gender diversity 2011-2014

Working with gay, lesbian, & trans staff, transsexual, transgender, and intersex people



GLO pin endorsed
 The GLO pin was designed by GLOs in 2005. It was a symbol of pride and support for GLOs.

Gay Games
 NSW Police and the Gay Games, Sydney 2006, were proud to be a part of the event.

20 DEC 2001
 The second policy of the NSW Police on gay and lesbian issues was endorsed by the Commissioner and 17 Commissioner's Executive Units.

2002
 NSW Police Officer, Jackie Brown, was named as an ally of LGBTI communities and GLOs.

2005
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N S W



P O L I C E

Special Offer
Included with purchases over \$5 at Egyptian Festival

DRUG IDENTIFICATION CHART

NEW SOUTH WALES

DRUG IDENTIFICATION CHART

























Community + Police = Solutions



Belonging, enjoying, leaning,





All Voices...



Walk with me....









Youth programs build trust...



Bandaged bear campaign



Liaison Officers – Building bridges...





Diversity of Thought

edge

KS CAT Books
Aboriginal (self directed)

Skill

- Reflecting on Practice + Learning
- Language Training??

EDUCATION

- Womens Programs
- Inspectors @ LEPTI offer - all inspectors
- "Diversity (workforce) in Horizon Training AFP"
- UL Bias to recruitment Panels

TRAINING

- Non specific in recruit training.
- Women + Leadership.
- Reflective practice with recruits re diversity.
- Community Engaged
- Internal focus more equity rather than diversity

Information

- Culture specific courses.
- "Community" course (passive)
- Intro to Contemp Policing (what??)
- Community Encounters
- GLBTI, MLC info provided
- Online training
- Champions for change
- Module "Induction"

Portfolios/UNITS

- Capability Dev
- Academy - Priority Committees Division

Building Capability

- Modelling
- Work in LGTBTTI space
- Partnership w/ FIM, Ambulance + Police +
- Pledge (racism + stops w/ me)
- AFP - Remodelling its Diversity Team
- working to recruit trainers

"Equality is not the same"

Centre for Ethics, CommEng + Educ -> Foundation Training

Recruit Foundation Prog (33 weeks)

Workforce recruitment of Diversity workforce equity

ADForce

TRAINERS

- Cent IV req.
- Facilitators
- Reliance on Trainers

ASSESSMENT

- Nil formal diversity assessment
- Educated Capability

aspects eg AFP

Partnerships + Value

DINNER DATE EVENT

NICK KALDAS

Deputy commissioner and Corporate spokesperson
for cultural diversity, NSW Police Force



**'Impact of international conflict on crime and
community relations in Australia'**

WEDNESDAY 8 AUGUST

RSVP by contacting Widyan Al Ubody
E: widyan.alubody@crc.nsw.gov.au M: 0477 320 370









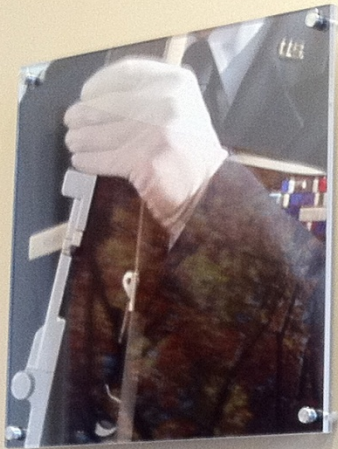
mclo

MULTICULTURAL COMMUNITY LIAISON OFFICERS

*25 Years and
beyond*







In a democracy, dissent is an act of faith.

J. William Fulbright

Conversations with youth





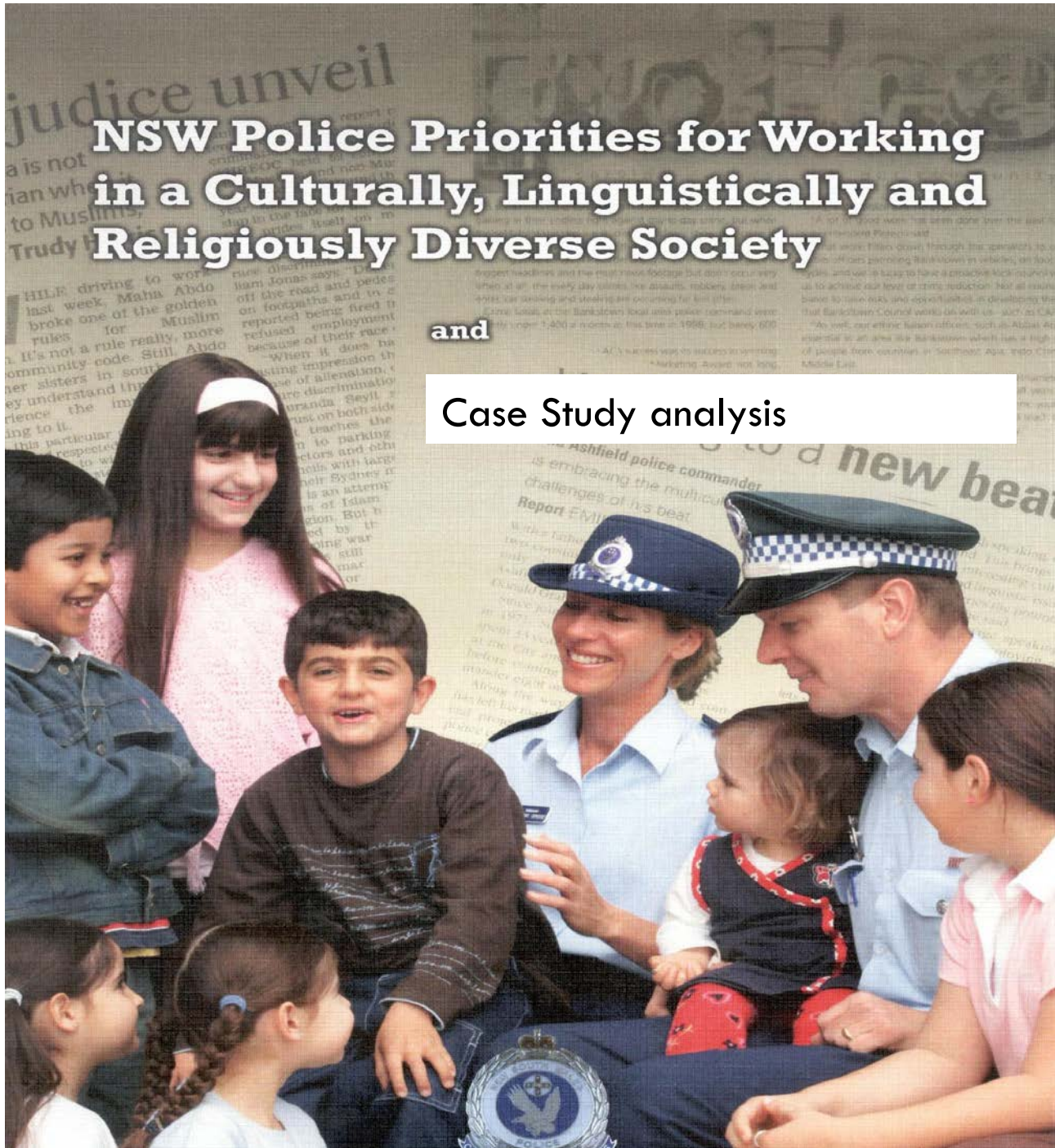




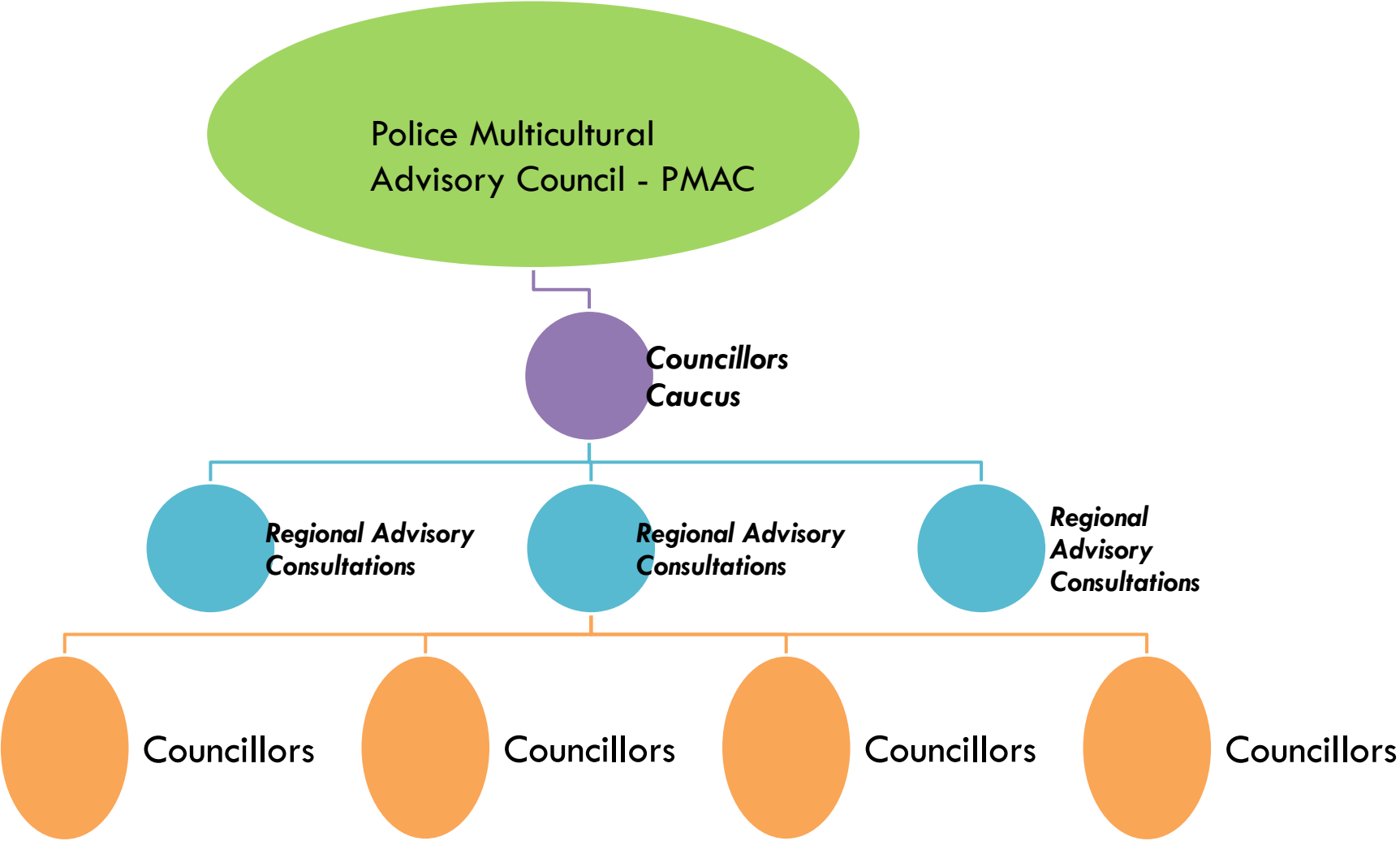
NSW Police Priorities for Working in a Culturally, Linguistically and Religiously Diverse Society

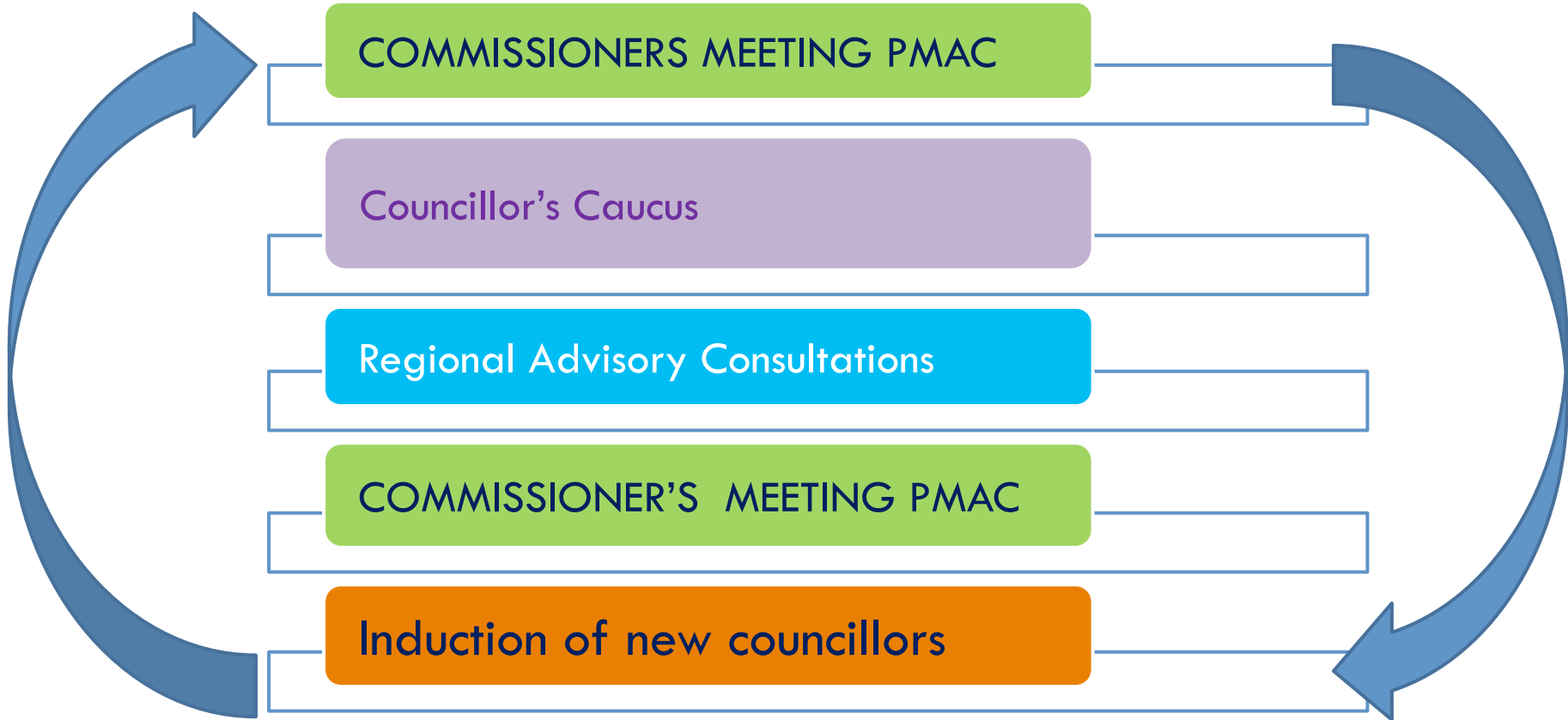
and

Case Study analysis









COMMISSIONERS MEETING PMAC

Councillor's Caucus

Regional Advisory Consultations

COMMISSIONER'S MEETING PMAC

Induction of new councillors

COMMUNITY ENGAGEMENT



Consultation

Participation

Communication

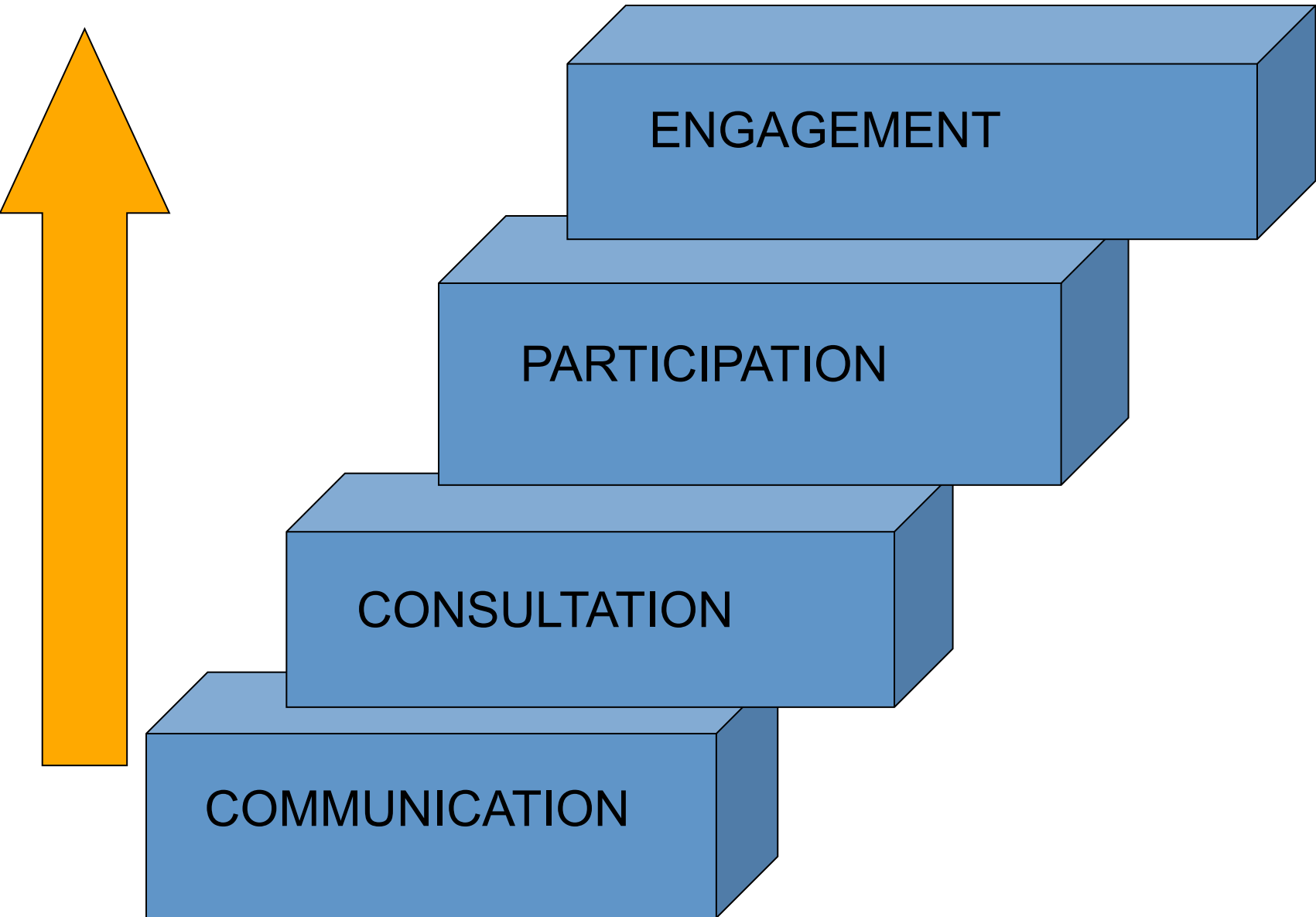
Principles of

Multiculturalis



§.3(3) The principles of multiculturalism are

Understanding the Community Engagement process





Sharing stories

