

ANTI-RACISM AND CULTURAL DIVERSITY PRINCIPLES

To support the elimination of racism and to achieve equitable, diverse and inclusive police organisations, we:

01

understand and are responsive to the historical context and ongoing lived experiences of Aboriginal, Torres Strait Islander peoples and Māori.

02

respect, value and support the cultural diversity of Australian and New Zealand society.

03

take active steps to ensure people from diverse backgrounds are recruited, promoted and retained.

04

provide all employees with the opportunity to utilise and develop their skills, talents and interests.

05

ensure police communicate with the community, including the media, in a manner that does not perpetuate hostility, prejudice or bias.

06

form effective and sustainable partnerships that enhance active community participation in decision-making.

07

provide police with the awareness, skills and knowledge to enable them to identify and address how their own biases, both learned and unconscious, impact decision-making and behaviour.

08

ensure police training continually promotes anti-racism and cultural capability.

DESCRIPTION

For the purpose of these Principles:

Anti-racism refers to proactive efforts to prevent and eliminate the presence, and perpetration, of racism.

Racism refers to prejudices and acts of discrimination that perpetuate inequitable treatment of people of different racial groups. It can occur between individuals, through acts such as exclusion, abuse or stereotyping, as well as at organisational and systemic levels through policies, procedures and practices.

Cultural diversity refers to the respect for and inclusion of the ethnic, cultural, linguistic and religious multiplicity of Australian and New Zealand communities.

Cultural capability refers to the skills, knowledge, behaviours and systems that are required to plan, support, improve and deliver services in a culturally respectful and appropriate manner.

PURPOSE

Police have a fundamental responsibility to protect the safety and security of all people and uphold the law. In doing so, they need to treat everyone in the communities they serve with humanity, empathy, dignity and respect.

These Principles acknowledge that, by challenging racism and contributing to cultural, systemic and structural change, police will better serve their communities and enhance public safety, trust and confidence.

These Principles reflect the commitment of Police Commissioners, as leaders of our organisations and communities, to promote and advance anti-racism and cultural diversity. They provide guidance for jurisdictions in the development and application of their own policies, procedures and practices.

CONTEXT

These Principles are committed to fulfilling the intent of international treaties, anti-discrimination and human rights legislation, our obligations to Aboriginal and Torres Strait Islander peoples, and the principles of the New Zealand (Aotearoa) Treaty of Waitangi (Te Tiriti o Waitangi).

- *International Convention on the Elimination of All Forms of Racial Discrimination.*
- *United Nations Declaration on the Rights of Indigenous Peoples.*
- *Australia's Racial Discrimination Act 1975, and state and territory law.*
- *The New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993 (NZ)*