



VICTORIA POLICE

Office of the Deputy Commissioner

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Mr Anthony Kelly
Executive Officer
Flemington Kensington Community Legal Centre

By email: ceo@fkclc.org.au

Dear Mr Kelly

Equality is not the same – The Next Steps

I am writing in response to your letter of 9 June 2016 to the Chief Commissioner, Victoria Police about the *Equality is Not the Same* program of work.

Victoria Police welcomes the positive comments about the changes that have been introduced. The *Equality is not the same...Report* released in 2013 presented a significant program of work aimed at strengthening trust and confidence in police.

You will be aware that the *Equality is not the same...Year Two Report* highlighted that Year three will focus on assessing the programs implemented over previous years, and supporting effective and sustainable change. In determining next steps, the Priority Communities Division will also consider resourcing requirements and other developments such as the organisational capability plan.

Notwithstanding assessment is still underway, I would like to provide some brief comments on the specific initiatives raised in the letter.

Receipting: I note the support of signatories for providing a simple receipt to every person stopped by police. Findings from the proof of concept trialled in four sites are currently under consideration within the context of future work. Stakeholder views will be considered in determining next steps.

Data collection, recording and reporting: I note the views of signatories about data collection. Victoria Police will consider stakeholder perspectives, as well as the suite of initiatives implemented to date to address concerns about discriminatory policing.

Human Rights and Bias Training: There has been a significant focus on ensuring a robust whole of organisation approach within our training and curriculum framework that is inclusive of education on human rights and bias. This has included the development of 'A Human Rights Train the Trainer Program', implementation and incorporation of 'Bias Training' through a number of different education portals; and development of a Human Rights online learning module.

I would like to acknowledge the commitment of the signatories to the implementation of the *Equality is Not the Same...* program of work, and confirm my commitment as Executive Sponsor to ensuring that next steps deliver sustainable change.

I thank you for taking the time to write to the Chief Commissioner.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Wendy Steendam', with a stylized, cursive script.

Wendy Steendam APM
Deputy Commissioner Capability

22 / 8 / 2016