

Attachment A

**Recommendation 8 of the Special
Commission of Inquiry into LGBTIQ Hate
Crimes Relating to Mandatory Police
Training**

Special Commission of Inquiry into LGBTIQ hate crimes

Recommendation 8

For the reasons outlined in **Chapter 8**, I recommend that additional mandatory and ongoing training be provided to NSWPF (NSW Police Force) officers concerning the LGBTIQ community, including but not limited to training on the following topics:

- a. The indicia of LGBTIQ bias crime and the circumstances in which an officer should engage with the NSWPF Engagement and Hate Crime Unit;
- b. The importance of cultural awareness and the use of appropriate and inclusive language;
- c. Trauma-informed communication and engagement with partners, families, friends and loved ones of victims in the specific context of the LGBTIQ community; and
- d. The role of conscious and unconscious bias and the potential impact of bias on investigations.

Any such program should be developed with input from LGBTIQ representatives and organisations, and consideration should be given to whether better outcomes could be achieved through an in-person format, and by having this education delivered by an LGBTIQ organisation external to the NSWPF.