

## QUEENSLAND POLICE SERVICE DIVERSITY AND INCLUSION REVIEW

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# About the review

The Queensland Human Rights Commission (the Commission) is undertaking a review of diversity and inclusion in the Queensland Police Service.

The focus of our review is the recruitment and retention of women, First Nations, and culturally and linguistically diverse police.

## Why is this review happening?

The Commission of Inquiry into police responses to domestic and family violence, which delivered its report in November 2022, found that sexism, misogyny and racism are a significant problem within the Queensland Police Service, and these discriminatory behaviours impact the entire culture of the police service.

One of the recommendations was that the Queensland Police Service engage the Queensland Human Rights Commission to undertake a review of diversity and inclusion in the QPS.

We commenced this review in July 2023. The focus of our review is the recruitment and retention of women, First Nations, and culturally and linguistically diverse police.

## Our approach

During our review, we will gather information in three main ways – research, information requests and consultation. We'll then analyse all the information we obtain and make recommendations for change.

As part of our work, we will publish a report at the end of the first review phase, and another report three years later at the end of our final evaluation.

## Is the review independent?

The Commission is an independent statutory body. Our role is protecting and strengthening human rights and preventing discrimination. We do this through a range of functions, including conducting reviews like this which focus on effecting systemic change.

We will remain independent throughout the review. This means we will work with the QPS, but not on its behalf.

This means we will work independently in the consultations we'll hold, and how we manage and share information with the QPS.

Information about confidentiality and how we will protect the privacy of current and former police taking part in the review is available in [our information for participants](#).

## What will we look at?

As outlined in the Commission of Inquiry recommendation, the issues we will look at include:

1. Barriers to women, First Nations, and culturally diverse people applying to join the Queensland Police Service.
2. Whether Queensland Police Service recruitment policies and practices are in line with state and federal anti-discrimination laws. This will include examining whether recruitment standards for entry to be a QPS member:
  - are genuine occupational requirements; and
  - identifying any equal opportunity measures that should apply.
3. Assessing whether there is adequate transparency about recruitment, promotion, and retention, and a capacity to monitor and evaluate changes.
4. What positive steps Queensland Police Service should take to prevent discrimination, including sexism and racism, within the QPS.
5. What should be done to increase the retention of women, First Nations, and culturally diverse police.
6. Any other relevant matters.

As recommended by the Commission of Inquiry, the review is focused on QPS members from 'diverse backgrounds'. In this context, diverse backgrounds means people who identify as women, and/or First Nations people, and/or and from culturally and linguistically diverse backgrounds.

The review will not extend to the experience of victims or survivors of domestic or family violence who are not police members, or general industrial or workplace matters not covered by our scope.

## Advisory Panel

An Advisory Panel has been established to provide additional expertise to the review.

The Advisory Panel is co-chaired by the Queensland Human Rights Commissioner and the Queensland Police Service Commissioner. Other members are external to the QPS and the Commission. They are:

- Kristen Hilton - former Commissioner, Victorian Equal Opportunity and Human Rights Commission
- Linda Williams - Deputy Commissioner, South Australia Police
- Thelma Schwartz - Principal Legal Officer at Queensland Indigenous Family Violence Legal Service, former member of Women's Safety and Justice Taskforce
- Peter Forday - Consultant and Board Member of Multicultural Australia, former chair Police Ethnic Advisory Group.

# What is the timeline for the review?

The review will be conducted in three phases over a four-year period. It commenced in July 2023 and will conclude in October 2026.



## Phase One: Review and guide

The initial review and guidance phase will run for 15 months from July 2023 to October 2024.

In this phase we will gather information in three ways – research, information request and consultation. At the end, we'll publish a report with recommendations for the Queensland Police Service.

## Phase Two: Implement

The implementation phase will run for two years from Oct 2024 to Oct 2026.

During this phase, Queensland Police Service will implement the recommendations made in phase one. The Advisory Panel will continue its work to oversee the implementation.

## Phase Three: Evaluate

The evaluation phase will run for 12 months from Oct 2026 to late in 2027.

We will then come back and evaluate and measure the extent to which our recommendations have been implemented, and how much change has been achieved.

## Accessing support

If sharing your experiences with the review is challenging, there are a range of support services available.

These services provide counselling and other forms of support:

- Beyond Blue Support Service (24/7) – 1300 224 636
- Lifeline (24/7 crisis support) – 13 11 14
- Relationships Australia – 1300 364 277

## Contact us

To contact our dedicated review team within the Queensland Human Rights Commission, including to register for a consultation with the review, email us at [diversityreview@qhrc.qld.gov.au](mailto:diversityreview@qhrc.qld.gov.au).

For general enquiries or further information about making a complaint, call our enquiry line on 1300 130 670.