

IR-01-22-21566

17 August 2022

Rob Sewell
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Dear Rob

Request for information

Thank you for your Official Information Act 1982 (OIA) request of 22 July 2022 in which you asked for the following information:

- 1. All New Zealand Police policies relating to gender diverse and sexually diverse (LGBTIQ+, Takatāpui, queer) people appearing as defendants, witnesses and/or complainants in Police prosecuted criminal court cases.*
- 2. All New Zealand Police training policies relating to staff interactions (including examination and cross-examination) with gender diverse and sexually diverse (LGBTIQ+, Takatāpui, queer) people.*
- 3. All documents identified in relation to question 2.*

Our Lead – Community Inclusion, Sharon Johnston phoned you on 5 August 2022 and explained that the documents containing the information you have requested do not exist. As such, your request is refused under section 18(e) of the OIA.

To assist you with your Master's study she advised the following:

- Currently the majority of our Custody training around the LGBTQIA+ is more in relation to searching of the detainee. It is based on what gender they identify with, and they have the choice which gender officer they want to be searched by. We also segregate transgender detainees, where identified or made known, from detainees whose gender they do not identify with. The general rule is you deal with the detainee based on how they identify.
- Police has partnered with Diversity Works New Zealand to deliver Introduction to Workplace Diversity and Inclusion training to staff across the country. This training introduces the concepts of diversity, inclusion, equity and equality, privilege, unconscious bias, and cultural intelligence.
- All recruits undertake Valuing Diversity training while at the Royal New Zealand Police College. This covers definitions of diversity, discusses individual examples of diversity, and encourages critical thinking and debate around topics related to diversity. Concepts and topics related to diversity are also woven through the recruit curriculum, but not necessarily covered as standalone subjects.

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- In development, we have an online Rainbow 101 module, which we will have critiqued by InsideOUT and Gender Minorities Aotearoa before going live.
- Shortly, we will roll out Police Rainbow pins for those constabulary and non-constabulary staff who can be identified as being able to provide a safe space to assist people from Rainbow communities.
- Nationally we have 93 Diversity Liaison officers (DLOs) and 31 volunteers across 12 districts and services centres. The DLO portfolio is held by staff that volunteer to take up the role. A role which may be summed up as being one where we are an advocacy and support network. Working to support, advise, and guide Police staff on Rainbow matters. We promote diversity and inclusion and provide a conduit between Rainbow communities and staff. Visibility and accessibility of Police in the Rainbow space is key.
- In June 2022, a DLO Conference 2022 was held for 80 people, to refresh, build and develop the Police DLO network. In order to make NZ the safest country, we need to ensure we support and engage with all of our communities, including our Rainbow communities. As a network, we want to continue to develop and grow toward this vision. Prior to the conference we had 65 DLOs, we now have 93 and growing.
- Various DLOs across the motu (country) develop and provide ad hoc Police district and service centre training, but we are not aware of the specifics.
- Police is in the process of creating a national Rainbow Employee Led Network. This will help employees to connect, support each other and share ideas, so they can reach their potential. It will help to foster communities and a culture of inclusion, acceptance, and mutual respect. Police is also creating a gender diverse network, called the Next Generation network.
- Guidelines have recently been created for updating our National Intelligence Application (NIA) database and providing gender diverse court templates and alerts for NIA. This supports positive interactions with members of the Rainbow communities, ensuring for example, that staff can refer to people by their name (and not deadname them).

The following attachment is a Police produced document that may be of interest to you:

- Updating NIA egs Gender Diverse Court Templates

We hope this information has been helpful and wish you the best with your studies.

You have the right, under section 28(3) of the OIA to ask the Ombudsman to review my decision if you are not satisfied with the way I have responded to your request.

Information about how to make a complaint is available at:

www.ombudsman.parliament.nz.

Yours sincerely



Brent Register
Acting Director Community Partnerships and Prevention
New Zealand Police