



TASMANIAN INSTITUTE
OF LAW ENFORCEMENT
STUDIES

ANNUAL REPORT

2020

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Tasmanian Institute of Law Enforcement Studies (TILES) is committed to excellence in law enforcement research. Collaborative research that links academics with practitioners is a hallmark of that research. The Institute focuses on four strategic priorities namely research, teaching, communication, and professionalism.

TILES Vision | To achieve an international reputation for excellence in law enforcement research.

TILES Mission | To conduct and promote evidence-based research to improve the quality of law enforcement and enhance community safety.

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ACKNOWLEDGEMENT OF COUNTRY

We acknowledge, with deep respect, the traditional owners of the lands on which we work and live.

The Tasmanian Institute of Law Enforcement Studies is sited on *lutruwita* (Tasmania) Aboriginal land, sea and waterways, and our scholars work across the lands of the *muwinina* people of *nipaluna* (Hobart), and the *palawa* peoples of *palanwina lurini kanamaluka* (Launceston) and *pataway* (Cradle Coast).

The muwinina and palawa peoples belong to the oldest continuing cultures in the world. They cared and protected Country for thousands of years. They knew this land, they lived on the land and they died on these lands.

We honour them.

We acknowledge that it is a privilege to stand on Country and walk in the footsteps of those before us. Beneath the mountains, along the river banks, among the gums and waterways that continue to run through the veins of the Tasmanian Aboriginal community.

We pay our respects to elders past and present and to the many Aboriginal people that did not make elder status and to the Tasmanian Aboriginal community that continue to care for Country.

We recognise a history of truth which acknowledges the impacts of invasion and colonisation upon Aboriginal people resulting in the forcible removal from their lands.

Our Island is deeply unique, with spectacular landscapes with our cities and towns surrounded by bushland, wilderness, mountain ranges and beaches.

We stand for a future that profoundly respects and acknowledges Aboriginal perspectives, culture, language and history. And a continued effort to fight for Aboriginal justice and rights paving the way for a strong future.

TABLE OF CONTENTS

FROM THE DIRECTOR	1
ABOUT TILES	3
TILES Researchers and Staff	4
Adjunct Researchers	4
Research Collaborations	5
Research Partnerships	5
<i>DPFEM</i>	5
<i>CLEPH</i>	6
Research Engagements, Appointments, and Memberships	6
Research Students	7
A YEAR IN REVIEW	9
Awards and Achievements	9
Research Projects	10
Ongoing	10
Completed	10
Communicating Research	11
RESEARCH STREAM UPDATES	14
Emergency Management Stream	15
Forensic Studies UTAS	17
Law Enforcement and Public Health (LEPH)	19
Violence and Abuse Research Unit (VARU)	20
Police Education	22
Policing Vulnerability	23
Other Specialised Research	24
Sexuality and Gender (in)Justice	24
Trust & Ethics in Police (TEP)	26
OUTPUTS	28
Books	28
Journal Articles	28
Reports	29
Other Outputs	30

FROM THE DIRECTOR

2020 was a year to remember and, no doubt, we will be debating and responding in the decades to come as to the massive changes wrought in the last 12 months. As Australians began recovering from the worst bushfires on record, and the world began grappling with consequences of COVID-19, TILES researchers offered our partners and stakeholders with the right advice at the right time. As documented in this annual review of our work, TILES scholars contributed to the development of our partners' recovery plans, and we assisted our Tasmanian partners in recovering well ahead of other Australian states.

2020 also marked the end of an era at TILES. Professor Roberta Julian, who has led TILES since its inception in 2003, retired after decades leading and mentoring two generations of scholars. Given the depth and breadth of her networks and relationships with law enforcement and forensic partners, Roberta facilitated important and ground-breaking scholarship throughout her career, resulting in three awards in 2020. She was the recipient of The Australian Sociological Association (TASA) award for outstanding individual contributions to sociology, the University of Tasmania Research Medal, and the College of Arts, Law and Education (CALE) Research Award for her outstanding contributions to research of the highest quality, including innovation and impact, mentoring and early-career researcher development, and community engagement.

It is my hope as the new Director of TILES that I can leverage off the incredible foundation provided by Roberta, and to help TILES and its partners to face the new challenges that have come with COVID, widescale emergencies, and the pressing need to address climate change. 2020 has also been a momentous year for the TILES scholars who contribute to the professional education of Tasmania Police and Victoria Police officers. TILES researchers have contributed to police education since the late 1990s; yet the discipline of Policing and Emergency Management was not created until 2020 when I was appointed as the inaugural Head of Discipline. It is an honour to follow in the footsteps of the two previous TILES Directors (Professor Roberta Julian and Professor Jenny Fleming), and to embed the link between our research in TILES and our teaching with Tasmania Police and Victoria Police.

In addition to the development of new research streams, in 2021, we hope to communicate with our partners in new ways, including the development of a new *TILES Briefing Notes* series to showcase the exceptional work undertaken by our Professional Honours students. We also endeavour to evaluate our teaching approach (colloquially called the Tasmanian Model) to identify what works, and what is transferrable to other jurisdictions that are grappling with the complex task of professionalising our criminal justice systems.



Professor Nicole L Asquith

Director, Tasmanian Institute of Law Enforcement Studies
Head of Discipline, Policing and Emergency Management

ABOUT TILES

The Tasmanian Institute of Law Enforcement Studies (TILES) was created collaboratively by the University of Tasmania and the Tasmanian Department of Police, Fire and Emergency Management (DPFEM), and is based at the University of Tasmania. The Institute operates under the terms of a Memorandum of Understanding (MOU) between the University of Tasmania and the DPFEM and receives support provided by the School of Social Sciences, University of Tasmania.

The Institute was formally founded in 2002 and fully established in 2003. It was the first institute in Australia dedicated solely to the study of law enforcement. In 2018 the Institute reached the significant milestone of fifteen years of innovative, collaborative, and interdisciplinary research that is recognised locally, nationally, and internationally.

TILES' core activity is to promote evidence-based research to improve the quality of law enforcement, enhance community safety, and contribute to learning and teaching. The Institute also provides a supervision of Doctor of Philosophy and Master of Research students. Since August 2020, TILES has been formally linked to the newly created discipline of Policing and Emergency Management (PEM), which has closed the loop around research-led teaching and evidence-led research. This combined approach to teaching and research has been led by the newly appointed Head of Discipline, and Director of TILES, Professor Nicole L Asquith.

TILES scholars are involved in teaching partnerships between the School of Social Sciences, the DPFEM, and Victoria Police. Policing and Emergency Management staff and adjuncts teach into undergraduate degrees provided to Tasmania Police and Victoria Police officers by way of embedded programs. The collaborative training programs range from an embedded Associate Degree as part of Tasmania Police Recruit Training Program to a graduated pathway to the Bachelor degree for Tasmania Police officers wishing to promote to Sergeant. Additionally, the PEM discipline provides a Professional Honours program that aligns with the promotion pathway to Inspector at Tasmania Police and Victoria Police.

Prior to COVID19, TILES regularly convened seminars and workshops at its Sandy Bay campus, and in 2021 hopes to expand its reach by creating online events for sharing emerging research, policies, and practices that may resolve the wicked problems in policing and encountered by police. The Institute has a dedicated website that offers a clearinghouse for all research and projects undertaken by TILES staff and adjuncts, with the goal of informing and shaping local, national, and international collaborations and innovations in policing and emergency management.

TILES Website: <https://www.utas.edu.au/tiles>

TILES Researchers and Staff

TILES is fortunate to house an incredible team of highly skilled academics, adjunct and affiliated researchers, and executive staff.

<i>Founding Director</i>	Professor Roberta Julian (—August 2020)
<i>Director</i>	Professor Nicole L Asquith (August 2020—)
<i>Deputy Director</i>	Associate Professor Angela Dwyer
<i>Executive Officer</i>	Mrs Paula Broucek
<i>TILES Tasmania Police Liaison</i>	Sergeant Vanessa Castle (January—October 2020)
<i>Senior Researchers</i>	Dr Isabelle Bartkowiak-Théron (PEM) Dr Steven Curnin (PEM) Dr Romy Winter (PEM) Dr Loene Howes (Sociology & Criminology)
<i>Researchers</i>	Dr Nick Evans (PEM) Dr Kate Cashman (PEM; Law) Dr Danielle Campbell (PEM) Mr James Dwyer (PEM) Ms Ebba Herrlander Birgerson (PEM) Ms Johanna Haestrup (PEM) Mr Ron Mason (PEM) Dr Gwynn MacCarrick (Politics and International Relations) Associate Professor Jeremy Prichard (School of Law) Dr Caroline Spiranovic (School of Law) Ms Rikki Mawad (School of Law) Dr Jennifer Ayton (College of Health of Medicine)

Adjunct Researchers

Adjunct Professor Alastair Ross (Inaugural Director, National Institute of Forensic Science, ret.)
Adjunct Professor Roberta Julian (Founding Director, TILES)
Adjunct Professor Grant Pink (School of Social Sciences)
Adjunct Professor Rob White (School of Social Sciences)
Adjunct Associate Professor Dr Christine Owen (Emergency Management and Education)
Adjunct Associate Professor Dr Cecile McKeown (LEPH and Mentoring Program)
Adjunct Associate Professor Dr Catherine Robinson (School of Social Sciences)
Adjunct Senior Researcher Dr Kaye Ballantyne (National Institute of Forensic Science)
Adjunct Senior Researcher Dr Ronald Frey (VARU and School of Social Sciences)
Adjunct Researcher Dr Sally Kelty (University of Canberra)
Adjunct Researcher Dr Val Kitchener (LEPH and TasOPCAT)

Research Collaborations

Research Partnerships

The strength and scope of TILES stems from existing and emerging collaborations and partnerships with industry. As noted by the Founding Director of TILES, Professor Roberta Julian:

“Whenever I am asked about what has made it such a successful Institute, I always say collaboration. I strongly believe that it is people - and the relationships we build with them either in the short or long term - that have created the environment for our successful research activities and outcomes.”

Two of our most important, long-standing partnerships are with the Department of Police, Fire and Emergency Management (DPFEM) and the Centre for Law Enforcement & Public Health (CLEPH).

DPFEM

TILES has a long-standing and successful relationship with the DPFEM that has been sustained over the last 15 years. DPFEM is committed to its relationship with TILES and provides financial and resourcing support to TILES in facilitating best and better practice in law enforcement and enhances community safety in Tasmania and nationally. The partnership has seen TILES and DPFEM (Tasmania Police) achieve a well-established collaborative policing-specific research.

An important aspect of the partnership with DPFEM is the role TILES plays in assessing and monitoring all research conducted with Tasmania Police. The TILES Director has provided advice and evaluation of applications to DPFEM for over a decade. Since 2017, the DPFEM and TILES Research Committee has convened to consider applications to conduct research with DPFEM (Tasmania Police).

The objectives of the DPFEM & TILES Research Committee are to:

- Raise awareness about evidence-led research and its potential to contribute to policing practice;
- Foster partnerships between academics and police practitioners in undertaking applied research geared towards enhancing practice outcomes;
- Bring academics and police practitioners together to discuss contemporary research and advances in evidence-based knowledge and practice;
- Facilitate the communication of research being conducted and outcomes in practitioner-focused ways, and;
- Sponsor and engage in research driven symposia/workshops that allow practitioners and researchers to share insights and knowledge from a range of perspectives.

Importantly, during 2020, most research with Tasmania Police was stalled or applications were rejected outright due to the extra pressure already on police in responding to COVID and the limited resources to support new research during his time. Throughout 2020, the organisations reverted to the original approach of

the TILES Director providing advice on applications to both Tasmania Police and researchers, and the TILES Executive Officer monitoring progress on new and ongoing research with TILES.

CLEPH

Since 2014, TILES has also partnered with the Centre for Law Enforcement & Public Health (CLEPH). In addition to assisting with the coordination of the biennial Law Enforcement and Public Health conferences, TILES researchers hold governance roles in CLEPH, and coordinate streams at the conferences. In particular, Dr Isabelle Bartkowiak-Théron chairs the Education Special Interest Group and is a member of the First Responders Mental Health Special Interest Group. Since 2020, she has been a member of the GLEPHA Board of Directors, and in 2021, she will spearhead the first edited collection on Law Enforcement and Public Health (due in November 2021) TILES is a member of the Global Law Enforcement and Public Health Association (GLEPHA).

Research Engagements, Appointments, and Memberships

In addition to our formal partnerships with the DPFEM and CLEPHA, TILES researchers, adjuncts and affiliates are office bearers, leaders, members, and contributors to a wide range of associations and organisations, including:

Academy of Criminal Justice Sciences	Golden Key International Honour Society
American Society of Criminology	Griffith Security Studies Network
Australia & New Zealand Society of Criminology	International Investigative Interviewing Research Group
Australian & New Zealand Association of Psychiatry Psychology and Law	International Society of Human Milk Research & Lactation
Australian & New Zealand Forensic Science Society	International Studies Association
Australian and New Zealand School of Government	International Working Group on Green Criminology
Australian and New Zealand Society for Evidence-Based Policing	INTERPOL Environmental Compliance and Enforcement Committee Advisory Board
Australian and New Zealand Society of Criminology	Journal of Criminological Research, Policy and Practice
Australian Crime Prevention Council	Just Equal Australia
Australian Hate Crime Network	LGBTI DPFEM Working Group
Australian Health Practitioners Regulation Authority	LGBTIQ Domestic and Family Violence Interagency
Australian Institute of International Affairs	Order of Australia
Australian Institute of Police Management	National Regulators Community of Practice
Australian Political Studies Association	National Sentencing Network
Australian Public Health Care Association	Nutrition Promotion Leadership Network Prisoners' Legal Service
British Society of Criminology	Resilience Expert Advisory Group
British Sociological Association	Sentencing Advisory Council of Tasmania
Centre for Applied Youth Research	Tasmanian Law Reform Institute
Centre for Law Enforcement and Public Health	Tasmanian Sentencing Advisory Council
Criminology Research Unit	The Australian Sociology Association
DV Connect	University of Tasmania Social Science Human Research Ethics Committee
Engagement Australia	Tasmanian Whole of Government LGBTI Reference Group
United Nations Office of Drugs and Crime	
Equality Tasmania	
European Group for the Study of Deviance and Social Control	

Research Students

The Institute provides academic supervision to many postgraduate students who are passionate about their research and working towards a successful graduation. A central goal of TILES is to develop the next generation of policing, sociological, and criminological researchers. Consistently, TILES has welcomed conventional students joining us directly from their undergraduate studies, as well as pracademics from our policing partners seeking to build their capacity to engage in evidence-led policing.

Ash Barnes (PhD)	Exploring a Culture of Violence and Bodily Integrity in Punk and Hardcore Music Scenes: A qualitative study of sexual and physical aggression across three Australian states Supervisors: Rob White and Angela Dwyer
Brianna O'Shea (PhD)	The Investigation and Prosecution of Cyberstalking in Australia Supervisors: Nicole Asquith and Jeremy Prichard
Cameron Atkinson (PhD)	Resilient Infrastructure: Enhancing Tasmania's Disaster Resilience Supervisors: Steven Curnin and Hannah Murphy-Gregory
Carmen Reid (PhD)	The Use of Visual Aids within the Courtroom: Increasing juror understanding of forensic scientific evidence Supervisors: Loene Howes and Roberta Julian
Cassandra Thoars (PhD)	Engagement in Education and Recidivism? Multidimensional perspectives Supervisors: David Moltow (Faculty of Education) and Isabelle Bartkowiak-Théron
Catherine Saunders (PhD)	The Tasmania Police response to the Royal Commission into Institutional Responses to Child Sexual Abuse Recommendations Supervisors: Jeremy Prichard and Romy Winter
Cheryl Brown (PhD)	The Effectiveness of Forensic Identification Evidence in Volume Crime Policing in Australia Supervisors: Roberta Julian and Sally Kelty
Fatma Abbas (MRes)	Police and Lebanese Australians: Using Appreciative Inquiry to Understand Their Relationship and Identify Change Supervisors: Nicole Asquith and Ryan Thorneycroft (WSU)
Justin Abrahams (PhD)	Public and Community Sector Leadership: An evaluation of current practices and recommended models for optimal strategic and operational success Supervisors: Angela Dwyer and Nicole Asquith
Leanne Donoghue-Tamplin (MRes)	The Contributions of Gender Inequity and other Factors to Intimate Partner Violence Supervisors: Romy Winter, Ron Frey, Kimberley Norris (School of Psychological Sciences)
Natasa Adamovic (MRes)	Disaster Victim Identification - how to shorten the time from disaster to closure Supervisors: Loene Howes and Roberta Julian

Nicholas Mills (PhD)	<p>Promotions Through the Pink Ceiling: How does coming out impact leadership trajectories of sexuality diverse men and women in senior leadership roles?</p> <p>Supervisors: Angela Dwyer and Meredith Nash (School of Social Sciences)</p>
Paul Woolmer (MRes)	<p>An investigation into an evidence-based model of care for forensic patients in Tasmania</p> <p>Supervisors: Isabelle Bartkowiak-Théron and Pieter Van Dam (College of Health and Medicine)</p>
Rhondda Waterworth (PhD)	<p>Measuring Legal Actor Contributions to Judicial Procedures</p> <p>Supervisors: Terese Henning (School of Law), Isabelle Bartkowiak-Théron, Kimberley Norris and Mandy Mathewson (School of Psychological Sciences)</p>
Rowena Friend (PhD)	<p>Communicating forensic psychiatric and psychological opinion: What forensic psychiatrists and psychologists say and what police, lawyers and judges hear?</p> <p>Supervisors: Nenagh Kemp (School of Psychological Sciences) and Roberta Julian</p>
Saba Azeem (PhD)	<p>Responses to Lesbian and Gay Young Muslims: Interviewing Professionals in Islamic and Multicultural Organisations in Melbourne</p> <p>Supervisors: Angela Dwyer and Max Travers (School of Social Sciences)</p>
Scott McLaren (PhD)	<p>The Role of Forensic Science in Policing, Intelligence and Counterterrorism</p> <p>Supervisors: Loene Howes and Roberta Julian</p>
Siobhan Macdonald (PhD)	<p>Does Childhood Exposure to Family Violence and Abuse Compound the Impacts of Family Violence on Adult Victims Parenting Post Separation?</p> <p>Supervisors: Anthea Vreugdenhil (School of Social Sciences) and Romy Winter</p>
Tersia Oosthuizen (PhD)	<p>The use of forensic DNA Phenotyping and familial matching in Australia: Enhancing crime fighting or perpetuating social inequality?</p> <p>Supervisors: Loene Howes and Roberta Julian</p>

A YEAR IN REVIEW

The work of TILES researchers, adjuncts, students, and partners has been exceptional in an exceptional year. With the storm of COVID-19 swirling around the world, and around the work of police and other first responders, TILES researchers excelled in meeting the needs of our partners and communities. In this section of our annual account of our achievements, we present evidence of the impact of the research and policy/practice development and evaluation lead and implemented by TILES staff and students. We are proud of what we achieved in this exceptional year and within the context of shrinking budgets in higher education. We provided our local partners and the Tasmanian government with evidence-based advice on how to respond to COVID-19, especially as it related to community expectations, service delivery, and recovery strategies.

Awards and Achievements

Professor Roberta Julian's outstanding individual contributions to sociology were acknowledged at The Australian Sociological Association (TASA) awards event in December 2020, which came after earlier receipt of the *University of Tasmania Research Medal* and the *College of Arts, Law and Education Research Award*.

Dr Isabelle Bartkowiak-Théron received the 2020 Teaching Excellence Award (individual). The University of Tasmania teaching awards recognise those staff making valuable contributions to learning and teaching excellence at the institution.

Dr Steve Curnin was successful in receiving a Discovery Early Career Researcher Award (DECRA) 2021 from the Australian Research Council (ARC), through which he will be investigating "The nexus between organisational trust and collaboration in disaster research". The project will provide significant benefits for all organisations when collaborating in the response to, and recovery from, disasters.

Dr Steve Curnin also received a commendation on Leadership, Innovation, and Adaptability from College of Arts, Law and Education (CALE) for 2020. The commendation recognises his exceptional work for delivering and developing educational programs, providing research, leadership, and guidance to assist Tasmanian government with post COVID-19 planning.

Dr Peter Woodman received his PhD in 2020 for his research into *The Impact of Forensic Science on Criminal Justice System Outcomes: How Does Chemical Trace Contribute?* Peter was supervised by Professor Roberta Julian, Dr Caroline Spiranovic, Kaye Ballantyne (Victoria Police) and Dr Sally Kelty. Dr Woodman's research was supported by Victoria Police Forensic Services Department, Victoria Police and originated from a larger project funded by the Australian Research Council (LP0775393) with support from the National Institute of Forensic Science, Australian Federal Police, and the University of Technology Sydney. Peter collaborated with his supervisors to write an article based on his PhD research for *Forensic Science International*, which went on to receive the ANZPAA and NIFS Best New Publisher Award.

Research Projects

Ongoing

- Sexual Health and Attitudes of Australian Prisoners: Asquith NL; Dwyer AE, et al. NHMRC \$1,600,000 (2017–2023)
- Small Town Policing: Community-police relationships in remote communities: Asquith NL. Funded sabbatical \$94,000 (2018–2021)
- Relationships Between LGBTIQ Tasmanians and Tasmania Police: Dwyer AE; Asquith NL. Tasmania Police, \$19,943 (2018–2021)
- Night Fire Aviation Program Human Factors: Owen C. Bushfire and Natural Hazard CRC \$26,000 (2020–2021)
- Evaluation of the Tasmanian Suicide Register: Neil A; Makin JK; Martin A; Norris K; Stokes BC; Nevarez-Flores AG; Albion T; Bartkowiak-Théron IMF. Tasmanian State Government \$60,000 (2020–2021)
- Fostering Trauma-Informed Communities of Practice in areas of Rural and Regional Tasmania: Bartkowiak-Théron IMF; Frey R; Winter RE; Ayton JE. Foundation for Rural and Regional Renewal, \$9,844 (2020-2021)
- Religious freedom, LGBT+ employees, and the right to discriminate: Ezzy D; Rice S; Dwyer AE; Richardson-Self LV; Beaman L. Australian Research Council) \$575,000 (2020–2022)
- Considering Risk and Necessity: A Re-examination of the Use of Force Continuum: Sgt K. Krele (Tasmania Police), Bartkowiak-Théron I (2020–2022)

Completed

- Decision making, team monitoring and organisational learning: Brooks BP; Owen C; Curnin SW. Bushfire and Natural Hazard CRC, \$690,000 (2017–2020)
- Documenting key recruitment and sustainability issues related to emergency response volunteers: Dwyer AE; Julian RD; Campbell DM. Department of Police and Emergency Management (TAS), \$109,795 (2018–2020)
- Automated internet warnings to prevent the uploading of child exploitation material produced by children and young adults: Prichard JP; Spiranovic CA; Watters P; Wortley R; Krone T; Hunn CM. Australian Institute of Criminology, \$130,496 (2019–2020)
- Evaluation of Project Vigilance (Full Trial): Julian RD; Winter RE; Norris K; Matthewson ML; Frey R; Lucas PV. Department of Police, Fire and Emergency Management (TAS), \$116,357 (2019–2020)
- Evaluation of Mothers Circle: Empowering Women to Counter Violent Extremism within families and communities: Julian RD; Winter RE; MacCarrick GF; Campbell DM. Migrant Resource Centre (Southern Tas) Inc., \$20,000 (2019–2020)

- DV-alert: Recognising and Responding to Men who use Violence: Winter RE; Frey R. Lifeline Australia, \$102,080 (2020)
- LGBTIQ + Tasmanian community survey: Dwyer AE; Grant RF. Department of Communities Tasmania, \$18,922 (2020)
- WA COVID-19 State Recovery: Curnin SW; Brooks BP. Department of Fire & Emergency Services (WA), \$23,556 (2020)
- WA COVID-19 State Recovery Project (Phase 2): Curnin SW; Brooks BP. Department of Fire & Emergency Services (WA), \$45,455 (2020)
- LEPH TILES: Bartkowiak-Théron IMF; Julian RD; Winter RE; Ayton JE; West SG. CSIRO-Commonwealth Scientific & Industrial Research Organisation, \$2,000 (2020)
- Edmund Rice Tasmania Police Project: Bartkowiak-Théron IMF. Edmond Rice Camp, \$5,273 (2020)
- Evaluation of Safe Night Space Pilot (SNS): Bartkowiak-Théron IMF; Haestrup J. Hobart City Mission (\$5,000), Salvation Army (Tas) (\$5,000), (2020)

Communicating Research

Island of Ideas #BlackLivesMatter webinar

As part of the Island of Ideas series and moderated by Distinguished Professor Maggie Walter, Professor Nicole L Asquith and other scholars at the University of Tasmania participated in a #BlackLivesMatter webinar during the 2020 Social Sciences Week Forum. The panel considered the intergenerational harm and trauma linked to indigenous incarceration, and the historical conflict between First Nations people and the police in settled nations. The local concerns raised by the Black Lives Matter movement in Australia were considered in light of similar issues facing Indigenous communities around the globe.

Stretch Thinking in Disaster Recovery Workshops Series

During a collaboration with the Department of Fire and Emergency Service Western Australia, Dr Steven Curnin and Dr Ben Brooks conducted a series of workshops on stretch thinking in the context of disaster recovery. Training sessions were provided on cognitive tools for creating psychological safe decision-making environments, managing bias, and enhancing creativity in decision-making. The participants used these and stretch thinking techniques to imagine potential recovery scenarios for a hypothetical high consequence but low probability disaster.

In/visibility on Campus: Sexuality and Gender Diversity in Tertiary Institutions (Jan 2020)

Professor Nicole Asquith was asked by the Queer Unionist in Tertiary Education network to present at their national conference to discuss the findings of a pilot study undertaken at Western Sydney University about the experiences of LGBTIQ+ staff and students.

Evidence to Parliamentary Inquiries (Feb 2020)

Professor Nicole Asquith contributed to written submissions to two parliamentary inquiries (NSW Parliamentary Enquiry into Gay and Transgender Hate Crimes between 1970 and 2010, and the Federal Inquiry into the Online Safety Act) as part of her role as Secretary of the Australian Hate Crime Network. The NSW Inquiry Committee requested further in person evidence in October 2020 to consider legal and restorative measures required in response to the inquiry findings.

Stretch Thinking Workshop for the Water Sector (Feb 2020)

Dr Steven Curnin and Dr Ben Brooks conducted a workshop for SunWater on stretch thinking in crisis management. The interactive workshop explored decision making in high consequence but low probability disasters in the context of catastrophic dam failures. The participants explored the influence of psychological safety, managing cognitive bias and explored examples of best practice decision-making in the critical infrastructure sector.

Brown Bag Seminar, School of Social Sciences (11 Sept 2020)

Justin Abrahams, PhD candidate, presented his topic on 'How do we hybridise leadership in a community organisation aligned with police? A case study of leadership in the Bridgewater PCYC to develop a new leadership model'.

A Presentation on the development of forensic DNA analysis (Sept 2020)

Tersia Oosthuizen (PhD student) gave a presentation (via zoom) entitled 'The development of forensic DNA analysis: New debates on the issue of fundamental human rights' at the UNSW Arts & Social Sciences Postgraduate Conference: Relevance, Responsiveness, and Impact.

Tasmanian Leaders Leadership + Trust Symposium (Oct 2020)

Dr Steven Curnin was invited to run a workshop on Building Trust Quickly at the Symposium. In this workshop he introduced a checklist designed to create an environment where trusting relationships can be built quickly. He also introduced concepts of psychological safety and swift trust and how they can be combined to establish trust in time-constrained environments.

A Rendezvous between Forensic Science and Criminology (Oct 2020)

Professor Roberta Julian gave a presentation (via zoom) entitled 'A Rendezvous between Forensic Science and Criminology' to postgraduate students in forensic science at the University of Technology Sydney (UTS).

Brown Bag Seminar, School of Social Sciences (Oct 2020)

Nick Mills, PhD candidate, presented his topic on 'Promotions through the Pink Ceiling: Conversations with LGBT leaders in the finance, legal, and professional services industries'.

Transgender Day of Remembrance (Nov 2020)

Angela Dwyer was invited as a keynote speaker for the Transgender Day of Remembrance event for the Road Policing Command convened by Victoria Police in November 2020. Key Victoria Police members shared their personal experiences and information about core policies and Angela discussed research related to policing transgender people and her personal story, and this was followed by a question and answer session with virtual attendees.

Brown Bag Seminar, School of Social Sciences (Nov 2020)

'The use of visual aids in communicating forensic science expert evidence across Australia and New Zealand' was presented by PhD candidate Carmen Reid.

Teaching Matters 2020 (Dec 2020)

Dr Kate Cashman and Dr Isabelle Bartkowiak-Théron presented their topic on 'Does digital connection endanger student connectedness? Considering teaching and learning connection idiosyncrasies within police tertiary education. Exploring the challenges of online delivery of material to cohorts of students with a wide variety of backgrounds, learning profiles and tertiary education experiences.

ANZSOC Virtual Student Workshop (Dec 2020)

Tersia Oosthuizen and Carmen Reid presented on their PhD research at the Australian and New Zealand Society of Criminology virtual student workshop. Tersia's presentation was titled 'The use of forensic DNA phenotyping and familial matching in Australia: enhancing crime control or perpetuating social inequality'. Carmen's presentation was titled 'The use of visual aids in communicating forensic science expert evidence across Australia and New Zealand'.

RESEARCH STREAM UPDATES

The TILES strategic plan includes the goal of consolidating and/or increasing its identified areas of research strength and research investment at the Institute, including an increased capacity to develop collaborative research activity within the College of Arts, Law and Education, other schools, and outside of the University of Tasmania.

The Institute provides ongoing support to the existing six main research streams:

- Emergency Management (EM)
- Forensic Studies UTAS
- Law Enforcement and Public Health (LEPH) including the Tasmanian Optional Protocol to the Convention Against Torture (TasOPCAT) Network
- Violence and Abuse Research Unit (VARU)
- Policing Vulnerability (PV) including the Vulnerability, Resilience and Policing Research Consortium (VRPRC)
- Police Education (PE)

TILES researchers are also building international recognition in the emerging TILES streams of:

- LGBTIQ+ (in) Justice
- Trust in/and Policing

The ongoing global COVID-19 situation has affected the activities of research streams in 2020, and introduced some limitations and unexpected changes concerning research outputs, such as public presentations, research meetings, workshops, seminars, and domestic and international travel. However, it also provided researchers more time to focus on issues closer to home (see for example the range of research consultancies completed by TILES researchers on COVID related matters).

Emergency Management (EM) Stream

Emergency Management UTAS is a consortium of researchers at the University of Tasmania who engage in the study of the management of emergencies, disasters, and crises as complex social phenomena. The EM research is associated with the Disaster Resilience Research Group (DRRG) that was established in the College of Arts, Law and Education (CALE) in 2018 and runs collaboratively with the College of Sciences and Engineering and the College of Health and Medicine.

Research Leader: Dr Steve Curnin

Members: Associate Professor Christine Owen, Associate Professor Angela Dwyer, Professor Roberta Julian, and Dr Danielle Campbell.

Steve is a resilience specialist. Over the course of his extensive career, he has developed resilience initiatives with organisations from the public sector, including state and federal government agencies; in the private sector, with organisations from across the critical infrastructure sector; and in the not-for-profit sector. He brings this practical experience to academia, conducting research that seeks to enhance the capabilities of people working in high consequence environments such as crisis and emergency management. He continues to combine these academic and practical capabilities on national advisory groups promoting organisational resilience.

Achievements

- Dr Steve Curnin's application was successful for the Discovery Early Career Researcher Award (DECRA) 2021 from the Australian Research Council (ARC), through which he will be investigating "The nexus between organisational trust and collaboration in disaster research". The project's expected outcomes include the creation of the first rigorously established knowledge base for understanding what mechanisms are effective to overcome conflicting cultures in Australian emergency management arrangements and successfully build trusting relationships. The project will provide significant benefits for all organisations when collaborating in the response to, and recovery from, disasters.
- Dr Steve Curnin received a commendation on Leadership, Innovation, and Adaptability from College of Arts, Law and Education (CALE) for 2020. The commendation recognises his exceptional work for delivering and developing educational programs, providing research, leadership, and guidance to assist Tasmanian government with post COVID-19 planning.
- In 2020, the Emergency Management (EM) stream collaborated with Disaster Resilience Research Group (DRRG) on following research activities:
- Collaborated with the Tasmanian Premier's Economic and Social Recovery Advisory Council (PESRAC) and Secretariat to use stretch-thinking techniques in COVID-19 recovery planning for a 3-year time scope. This project will work closely with the PESRAC Secretariat and Tasmanian peak bodies to identify strategic opportunities in the state's recovery planning.

- The DRRG supported the Vice-Chancellor of the University of Tasmania in his role as a member of the PESRAC and facilitated eight of the nine workshops conducted across the state. The Premier's Economic and Social Recovery Advisory Council (PESRAC) was established to provide recommendations about how the government, the community and the private sector can collectively contribute to Tasmania's recovery from COVID-19.
- The DRRG collaborated with the Western Australian (WA) Government State Recovery Coordination Unit on the COVID-19 State Recovery Project, WA, Phase 1. Using stretch-thinking techniques, the project identified a series of recovery scenarios for WA across a 12-month time horizon that explored the likely consequences, constraints, and opportunities for the social and economic recovery environments. This was followed up by Phase 2 of this recovery project, where the DRRG collaborated with Emergency Management Australia and multiple Australian jurisdictions to identify recovery scenarios for a 12-month and 3-year time horizon. This project used Stretch-Thinking Loops to develop a national picture of the potential post COVID-19 recovery landscape.
- The EM stream was part of the Bangladesh Urban Resilience Project funded by the World Bank and the Government of Bangladesh and managed by C3NTRE. The primary goal was to create a professional emergency management training track across various levels of government in Bangladesh.
- In 2020, the Bushfires Community Recovery Fund Evaluation Research Project (2017-2020) was completed with two interrelated projects. The first project explored decision-making in dynamic, complex, and uncertain situations where decision makers are required to manage their cognitive limitations, so they can successfully manage the consequences of their decisions. The second project worked to better understand the enablers and constraints to utilising research to support development of evidence-informed practice.
- The EM assisted the Tasmanian State Emergency Management Committee in delivering programs to address significant disaster resilience initiatives. The project worked with stakeholders from Tasmanian not-for-profit organisations and those representing multiple public sector agencies that were involved in the 2016 Tasmanian floods. The project team developed a practical guide for practitioners in the public and not-for-profit sectors.
- Under the auspices of the University of Tasmania Community Engagement Research Grant, the EM ran a pilot project, which involves working alongside communities that have been affected by disasters in Tasmania to explore the potential of a prospective longitudinal study of trauma exposure, resilience, health, and ageing. Consultations are underway with community members and groups to identify individual, and community needs and develop a framework for co-design of a future study.
- The EM also worked with Dr Christine Owen on the Night Fire Aviation Program Human Factors project that sought to address issues relating to communication, coordination issues and barriers that need to be overcome to provide for effective multicultural and multi-agency team performance between emergency services personnel and third-party contractors engaged in the conduct night aerial fire-suppression operations. The research is funded by Bushfire and Natural Hazard CRC.

Presentations & Collaborations

- *Stretch-Thinking Workshop for the Water Sector.* In February 2020, Dr Steve Curnin and Dr Ben Brooks conducted a workshop for SunWater on stretch thinking in crisis management. The interactive workshop explored decision making in high consequence but low probability disasters in the context of catastrophic dam failures. The participants explored the influence of psychological safety, managing cognitive bias and explored examples of best practice decision-making in the critical infrastructure sector.
- *Stretch-Thinking in Disaster Recovery, Collaborating with the Department of Fire and Emergency Service Western Australia.* In March 2020, Dr Steve Curnin and Dr Ben Brooks conducted a series of workshops on stretch thinking in the context of disaster recovery. Training sessions were provided on cognitive tools for creating psychologically safe decision-making environments, managing bias, and enhancing creativity in decision-making. The participants used these and stretch-thinking techniques to imagine potential recovery scenarios for a hypothetical high consequence but low probability disaster.
- *Tasmanian Leaders Leadership + Trust Symposium.* Dr Steve Curnin was invited to run a workshop on Building Trust Quickly at the Symposium. In this workshop he introduced a checklist designed to create an environment where trusting relationships can be built quickly. He also introduced concepts of psychological safety and swift trust and how they can be combined to establish trust in time-constrained environments.

Forensic Studies UTAS

Forensic Studies UTAS is a consortium of researchers at the University of Tasmania who engage in the study of forensics as a social phenomenon, and who primarily draw upon the social sciences in undertaking work in this field. The consortium continues to be engaged in delivering several study units (various levels) at the University of Tasmania.

Research Leader: Dr Loene Howes

Members: Professor Roberta Julian, Associate Professor Jeremy Prichard, Professor Rob White, Professor Terese Henning, Dr Kate Cashman, Dr Sally Kelty (University of Canberra), Associate Professor Nenagh Kemp, Dr Caroline Spiranovic, Dr Kaye Ballantyne (Victoria Police and NIFS) and Adjunct Professor Alistair Ross.

Loene undertakes applied and interdisciplinary research in policing, forensic studies, and higher education. She has a particular interest in how effective communication in the criminal justice process can contribute to improved justice outcomes. This includes interagency, interdisciplinary, and intercultural communication. Her research explores communication in police investigative interviews, including instances that require interpreters. It also examines the communication of findings and opinions of forensic scientists to police, lawyers, and judges.

Achievements

- The Forensic Studies stream commenced a project on Forensic Education, which is being led by Dr Loene Howes. The project looks at the education of forensic scientists and of other criminal justice practitioners about forensic science, considering the interdisciplinarity and critical social sciences input into current programs around Australia. The project team consists of Professor Roberta Julian (project advisor), Dr Kate Cashman, and Forensic Studies PhD candidates, Tersia Oosthuizen and Carmen Reid.
- Professor Roberta Julian and Dr Loene Howes have been engaged in discussions about a possible collaboration with researchers Professor Helen Fraser and Dr Debbie Loakes at the Research Hub for Language in Forensic Evidence at the University of Melbourne. The Research Hub was established to serve as a national hub coordinating research involving linguistics, law, and law enforcement. The main aim of the Hub is to assist the courts in ensuring that language and speech used in forensic evidence is managed in the best interests of justice and fairness. The project considers the use of audio recordings as evidence, and how to improve the quality and accuracy of transcripts submitted as evidence.
- Dr Loene Howes undertook a consultation on expert reports of Handwriting and Signature analysis for Forensic Sciences South Australia. The project looks at the education of forensic scientists and of other criminal justice practitioners about forensic science, considering the interdisciplinarity and critical social sciences input into current programs around Australia.

Presentations & Collaborations

- Dr Loene Howes was invited to speak at the *conference of the Australasian Society of Forensic Document Examiners* and at the joint conference of Tasmanian Magistrates and Association of Australian Magistrates. Unfortunately, both were cancelled due to COVID-19. These speaking engagements have been re-scheduled for 2021.
- Abstracts accepted for presentations at the 2020 joint meeting of *the Australian and New Zealand Forensic Science Society (ANZFSS) and International Association of Forensic Sciences (IAFS)*. Several of Forensic Studies theme members and postgraduate students (Kate Cashman, Cheryl Brown, Carmen Reid and Scott McLaren) had abstracts accepted for presentations at the 2020 joint meeting of the ANZFSS and IAFS. Unfortunately, the conference was cancelled due to COVID-19. The next ANZFSS conference is planned for 2022.
- In May 2020, Professor Roberta Julian and Distinguished Professor Claude Roux (Director, Centre for Forensic Science, UTS) were video recorded in a joint interview discussing interdisciplinary research across HASS and STEM. The interview is being used by the UTS Marketing and Communication team and is entitled '*Working Across Radically Different Disciplines*'.
- *A Rendezvous between Forensic Science and Criminology*. In October 2020, Professor Roberta Julian gave a presentation (via zoom) to postgraduate students in forensic science at the University of Technology Sydney (UTS).

- *The development of forensic DNA analysis: New debates on the issue of fundamental human rights* was Tersia Oosthuizen's (PhD candidate) titled presentation (via zoom, Sept 2020) at the UNSW Arts & Social Sciences Postgraduate Conference: Relevance, Responsiveness, and Impact.
- *Australian and New Zealand Society of Criminology virtual student workshop* (Dec 2020). Tersia Oosthuizen and Carmen Reid presented on their PhD research at this workshop. Tersia's presentation was titled 'The use of forensic DNA phenotyping and familial matching in Australia: enhancing crime control or perpetuating social inequality'. Carmen's presentation was titled 'The use of visual aids in communicating forensic science expert evidence across Australia and New Zealand'.

Law Enforcement and Public Health (LEPH)

The LEPH research aims to work with service providers who deliver preventative and collaborative services, training and technologies to law enforcement and health professionals to improve support for individuals and families at risk of experiencing alcohol, drug addiction, mental illness, and family violence. Members of LEPH include researchers who have expertise in police studies, socio-legal studies, criminology, sociology, health, and public health. LEPH research stream now includes newly established project The Tasmanian Optional Protocol to the Convention Against Torture Network (TasOPCAT). LEPH researchers have strong links with the Centre for Law Enforcement and Public Health (CLEPH) and TILES is an institutional member of the Global Law Enforcement and Public Health Association (GLEPHA).

Research Leader: Dr Isabelle Bartkowiak-Théron

Members: Professor Nicole Asquith, Professor Roberta Julian, Dr Danielle Campbell, Dr Romy Winter, Associate Professor Angela Dwyer, Ms Rikki Mawad (School of Law), Dr Jennifer Ayton (Health & Medicine) and Ms Johanna Hæstrup.

Isabelle is a founder of the LEPH in TILES and since its establishment she has been fostering strong links with the Centre for Law Enforcement and Public Health (CLEPH), where she has been an Advisory Board member. In 2017 she led the LEPH Tasmania-wide Consultation and with her team published the Issue Paper. The purpose of this paper was to present the synergies of law enforcement and public health, and the idea of collective impact, as pathways to explore new opportunities for Tasmania, and to introduce new ways to think about collaboration in the field. In 2019, Isabelle led the LEPH team that won the final CSIRO program prize for their presentation at the University of Tasmania. Received prize allowed team to continue and consolidate their research in 2020.

Achievements

- Dr Isabelle Bartkowiak-Théron was elected to the Global Law Enforcement and Public Health Association (GLEPHA) Board of Directors.
- In 2020 a new research project was formed in LEPH, focussed on the Tasmanian Optional Protocol to the Convention Against Torture Network (TasOPCAT). The TasOPCAT Network is a small working group that aims to form a Steering Group following appropriate consultation with interested people and organisations. TasOPCAT objectives are to: share information about OPCAT with Tasmanian

stakeholders; promote the benefits of preventative monitoring; and promote implementation of OPCAT in Tasmania and Australia. TasOPCAT Members are Dr Isabelle Bartkowiak-Théron, Project Leader, Dr Val Kitchener, Ms Diana Taylor (Applied Health and Community Support, University College) and Professor Penelope Weller (RMIT University, Melbourne).

- Dr Isabelle Bartkowiak-Théron is on the team managing the Evaluation of the Tasmanian Suicide Register project. The consultancy project is evaluating the Tasmanian Suicide Register, including literature review, stakeholder consultation, technological review, and performance review. The project is funded by Tasmanian State Government.
- The LEPH team has been instrumental in the development and implementation of the Fostering Trauma-Informed Communities of Practice in areas of Rural and Regional Tasmania project. This project aims to train community members in the area of trauma-informed practice. This is a pilot project that is looking at the extent to which the training lay community members in trauma-informed practice helps support the work of specialised service delivery. The target issue is domestic violence, although consideration is made of such related issues as drug and alcohol use and mental ill-health. This pilot project is specifically based in Huonville. In 2020, Dr Ron Frey and Dr Romy Winter provided training in the Huonville community. The project is funded by the Foundation for Rural and Regional Renewal and other research members are Dr Isabelle Bartkowiak-Théron and Jen Ayton.

Presentations and Collaborations

- *TasOPCAT 2020* - Liaison with stakeholders of OPCAT, notably TasCOSS, Justice Department, Legal Aid, Ombudsman, Commissioner for Children.
- LEPH created the first *Law Enforcement and Public Health student awards*. The awards will be presented at the Law Enforcement and Public Health conference in March 2021.
- *TasOPCAT 2020* - Submission to Tasmanian Government with respect to the Custodial Inspector Amendment (OPCAT) Bill.

Violence and Abuse Research Unit (VARU)

The Violence and Abuse Research Unit (VARU) was established in 2017 to consolidate the collaborative research being undertaken by researchers across several disciplines. VARU brings together a cross-college and multi-disciplinary team of researchers interested in various aspects of interpersonal violence including family violence, sexual assault, elder abuse, child abuse and neglect from the disciplines of sociology, criminology, psychology, and health economics. In 2020, VARU researchers continued their successful interdisciplinary and collaborative research and consultation with State Government Agencies and across the University of Tasmania.

Research Leader: Dr Romy Winter

Members: Professor Nicole Asquith, Professor Roberta Julian, Dr Ron Frey, Dr Gwynn MacCarrick, Dr Kimberley Norris (Psychology Sciences), Dr Mandy Matthewson

(Psychology Sciences), Dr Peter Lucas (Paramedicine), Ms Ebba Herrlander Birgerson, and Mr Ron Mason.

Romy has a variety of research interests spanning from the core interest of family violence. She has worked on educating the community on the impact of family violence on children; on engaging men for the purpose of changing violent behaviours; and looked at victim satisfaction with the criminal justice process around family violence. An emerging category of interest for Romy is men's violence against men.

Achievements

- Project Vigilance (full trial) involves trialling electronic monitoring of family violence offenders as part of the Women's Safety Package – Technology Trials. Tasmania Police piloted the use of up to 100 GPS devices to track and monitor repeat, high risk, family violence offenders under the Tasmania's Family Violence Action Plan 2015-2020 (Safe Homes, Safe Families). Victims can also nominate to participate in the trial, making it one of the first bilateral electronic monitoring (BEM) projects in Australia and world-wide. The evaluation involved a multifaceted methodology including observations, interviews, and tracking of breaches and offending behaviour while on the program. This evaluation will be completed in early 2021. Project Vigilance demonstrates excellence in collaborative and interdisciplinary research that links practitioners with academics in order to improve the quality of law enforcement and enhancing community safety. Project team members: Professor Roberta Julian, Dr Romy Winter, Dr Ron Frey, Dr Peter Lucas, Professor Kimberley Norris, Dr Mandy Matthewson, and Ms Ebba Herrlander Birgerson.
- Professor Roberta Julian, Dr Romy Winter, Dr Danielle Campbell, and Dr Gwynn McCarrick were contracted to complete the project, Evaluation of Mothers Circle: Empowering Women to Counter Violent Extremism within families and communities. This Tasmanian pilot of a Mother's Circle was designed to harness the capacity of mothers to assess their children's propensity to engage in violent extremism and to build more resilient families. The Mother's Circle was developed and implemented by the Migrant Resource Centre in Hobart and Launceston, funded by the Department of Home Affairs, through Tasmania Police. The project involved the participation of bi-cultural workers in providing interpretation and community support. This project was also impacted by COVID-19 in that zoom was used to enable the content to be delivered within the project timeframe. The evaluation found that the Mother's Circle achieved its aims well.
- Professor Roberta Julian's outstanding individual contributions to sociology were acknowledged at The Australian Sociological Association (TASA) awards event in December 2020.

Presentations and Collaborations

- Dr Romy Winter and Dr Ron Frey were engaged by Lifeline Australia to develop a training package on '*Recognising and Responding to Men who Use Violence*'. The project was funded under the National Plan to Reduce Violence Against Women and their Children 2010-2022 and will be nationally available as part of the DV Alert suite of training for frontline workers across Australia. Workshop content (including trainer and participant manuals and slides) was piloted in Hobart, Launceston, Adelaide,

Dubbo, Brisbane, Mount Isa, Bundaberg and Newcastle. The pilots were delivered either face-to-face or using a hybrid model via zoom. A further tranche of face-to-face training in all states and territories is planned for 2021.

- Dr Romy Winter and Dr Ron Frey facilitated a program of *Start Today Again* of which they are co-authors to a group of men from Bethlehem House over a period of six weeks. *Start Today Again* is a resource kit which includes resources for fathers, counsellors and children as well as, workforce development training and a program to be used in men's behaviour change programs to educate men on the impact of family violence on children <https://www.salvationarmy.org.au/starttodayagain/>
- Dr Romy Winter and Dr Ron Frey have been working with The Salvation Army national education office to enable the *Start Today Again* workforce training component to be delivered across the Salvation Army's staff and volunteer base through a series of online modules on their staff intranet. The audience for this resource is expected to be about 12,000 persons across Australia.

Police Education

The Police Education research stream brings together a cross-disciplinary team of researchers from social sciences and education. The research stream builds on the success of the University of Tasmania - Tasmania Police partnership in the delivery of police tertiary education that is leading the way in Australia. Many TILES researchers are part of the newly created Policing and Emergency Management (PEM) discipline in the School of Social Sciences. The PEM team work collaboratively with the Tasmanian Department of Police, Fire and Emergency Management (DPFEM) and Victoria Police in providing a suite of programs ranging from recruit training to a Professional Honours program that accredits Tasmania Police and Victoria Police officers for promotion to Inspector.

Research Leader: Dr Isabelle Bartkowiak-Théron

Members: Professor Roberta Julian, Professor Nicole Asquith, Dr Romy Winter, Dr Kate Cashman, Dr David Moltow (Education), and Cassandra Thoars (Education/TILES).

Isabelle is a Senior Lecturer in the newly established Policing and Emergency Management discipline at the University of Tasmania. She is a highly respected researcher and educator, who deploys evidence-based practice in all the Tasmania Police recruits training she conducts. In 2020, Isabelle received the Teaching Excellence Award (individual). The University of Tasmania teaching awards recognise those staff making valuable contributions to learning and teaching excellence at the institution.

Achievements

- After the major internal and external reviews in 2019/20 of the undergraduate programs collaboratively taught with Tasmania Police, the Police Education stream was offered the opportunity to conduct a major longitudinal study into the role of higher education in police professionalisation. This project will be initiated at the same time as the new undergraduate program in 2022.
- Edmund Rice Tasmania Police Project extracted data collected during the implementation of a bespoke police education program, to write up a report for the Edmund Rice Foundation and

Tasmania Police. The project is funded by Edmund Rice Camp and the chief investigator was Dr Isabelle Bartkowiak-Théron.

- Before relocating to the University of Tasmania, Professor Nicole L Asquith was contracted to undertake an external review of the existing Bachelor degree taught in conjunction with Tasmanian Police. This review resulted in a program of course renewal that was implemented by Professor Asquith when she was appointed later in 2020.

Policing Vulnerability

Researchers in the Policing Vulnerability stream engage in the study of vulnerability at conceptual and operational levels, and are considered world leaders in the development of a view of vulnerability in the policing context that is both empowering for those who are vulnerabilised and finely tuned to identify and appropriately respond to iatrogenic harm that can occur in policing context when vulnerability is not recognised and addressed.

This TILES stream is largely focussed on the work of its research leaders, and their partnerships and collaborations with scholars, academics and police from around the world. This partnership between the stream leaders was initially brought together under the banner of the Vulnerability, Resilience and Policing Research Consortium (VRPRC) when they were not at the same university. As VRPRC Co-directors, Dr Isabelle Bartkowiak-Théron and Professor Nicole L Asquith have initiated a variety of publications and research projects linked to understanding how vulnerability is heightened and layered in encounters with police and policing systems. With a particular focus on the application of notions of vulnerability in policy and practice, and as defined in legislation and policy. Their works range from the study of definitions under legislation and policy, to the operationalisation of vulnerability at key “tipping points” such as first contact, interview, referrals, liaison schemes, standard operational procedures, communications, custody, release into the court and collaborative practice.

Research Leaders: Professor Nicole L Asquith and Dr Isabelle Bartkowiak-Théron

Members: Professor Nicole L Asquith, Associate Professor Angela Dwyer, Dr Isabelle Bartkowiak-Théron

Nicole has worked with and for policing services for over 25 years, primarily in relation to vulnerable victims. Nicole was appointed as the Director of TILES in mid 2020, and will return to Tasmania in early 2021. In addition to her academic roles at the University of Tasmania, Nicole is the Co-Director of the Vulnerability, Resilience & Policing Research Consortium, Secretary of the Australian Hate Crime Network, and was the Co-convenor of the LGBTIQ Domestic and Family Violence Interagency. Along with Dr Isabelle Bartkowiak-Théron, Nicole has published widely on policing encounters with vulnerable people, including three books: *Policing Vulnerability* (2012; Federation Press), *Policing Encounters with Vulnerability* (2017; Palgrave), and *Policing Practices and Vulnerable People* (forthcoming, 2021; Palgrave).

Achievements

- *The Evaluation of Safe Night Space Pilot (SNS)* project was funded by Hobart City Mission and Salvation Army (TAS) and was led by Dr Isabelle Bartkowiak-Théron.

Other Specialised Research

In addition to the research and events clustered under the identified research streams, TILES researchers, adjuncts and affiliates are involved in a range of other specialised projects and events.

Sexuality and Gender (in)Justice

Lead Researchers: Associate Professor Angela Dwyer and Professor Nicole Asquith

Members: Professor Nicole L Asquith, Associate Professor Angela Dwyer

Angela's research expertise around police-LGBTIQ relationships has led to invitations to be on editorial boards and to present upskilling workshops to senior managers on LGBTIQ workplace issues for organisations like the Department of Premier and Cabinet and the Department of Police, Fire, and Emergency Management in Tasmania. She has also been invited to deliver keynote addresses at leading flagship LGBTIQ community events, like the Working It Out IDAHOBIT Breakfast in Tasmania and to be a member of Executive Boards of key LGBTIQ community organisations (including Working It Out, TasCAHRD, TasPride, and Equality Tasmania). In addition to this, she regularly provides strategic advice to police organisations around Australia about their LGBTI police liaison programs and presents workshops to police services and strategic meetings about liaison programs around the country.

Nicole and Angela have been engaged in extensive research investigating and addressing various issues on LGBTIQ (in)Justice. Both researchers are frequently invited to present their expertise and are collaborating on several projects and have published their research extensively. In the coming year, Angela and Nicole will begin building the networks needed to expand the scope of this emerging stream, including scholars in other disciplines and schools at the University of Tasmania.

Achievements

- *Relationships Between LGBTIQ Tasmanians and Tasmania Police:* The project examines the key issues impacting the relationship between LGBTIQ Tasmanians and Tasmania Police, and to inform Tasmania Police and LGBTIQ community policy and practice with data about how best to secure the safety of LGBTIQ Tasmanians. LGBTIQ Tasmanians and Tasmania Police officers were surveyed and interviewed for this project in 2020. Based on this pilot study of the relationship between police and the LGBTIQ communities in Tasmania, the lead CIs plan to publish journal articles and make a case for funding in an ARC project in 2022. The project is funded by the Department of Police, Fire and Emergency Management (DPFEM) and the project is led by Angela Dwyer and Nicole Asquith.
- *Religious freedom, LGBT+ employees, and the right to discriminate:* Is a project that will contribute to Australia's national interest through identifying effective Australian policies and practices for managing religious freedom and LGBT+ rights in the workplace. This addresses a pressing contemporary social

and cultural issue. In the medium to longer term, the research will provide economic and social benefits through identifying ways in which religious freedom and LGBT+ rights can be successfully negotiated in the workplace so as to inform institutional decision-making and public dialogue. In 2020, research team received ethics approval and launched the surveys related to the project. In 2021, researchers will begin conducting interviews across all projects and Associate Professor Dwyer will be working with Dr Bronwyn Fielder to manage the project focused on the experiences of LGBT+ employees working in religious affiliated organisations. The project is funded by Australian Research Council and Associate Professor Angela Dwyer is on the project team.

- *Family Exile and the impact on LGBTIQ Young People:* The project seeks to map the individual, social, and health effects of family exile on LGBTQ people. Associate Professor Angela Dwyer in conjunction with Professor Nicole L Asquith were successful in receiving a funding for this project from the Hothouse Funding Scheme, CALE, UTAS. In 2020, the ethics for this project was submitted, but the project was put on hold due to COVID-19. Work on this project will resume in 2021.
- *Sexual health and attitudes of Australian prisoners:* Is a time-series study that repeats a similar study conducted 10 years. In 2020, the six ethics protocols required for this project were submitted and approved. PhD students were also appointed. The project was delayed significantly due to COVID-19 and will begin again in 2021. The project's survey is funded by the National Health and Medical Research Council (NHMRC) and will enhance the 2007 Sexual Health and Attitudes of Australian Prisoners study (SHAAP-1) by incorporating a longitudinal component and examining the sexual health and safety of vulnerable prisoner subgroups including Indigenous women, those with histories of childhood sexual assault and sexual and gender minorities. Additionally, the survey will expand coverage to include Western Australia which has the highest imprisonment rate of Indigenous people in Australia and determine HPV vaccination. Nicole is a CI and Angela is a PI on this project.
- *Tasmanian Government LGBTIQ + Community Survey:* The project was funded in 2020 to conduct the first investigation in Tasmania to gather data from LGBTIQ Tasmanians about their experiences with Tasmanian services and their experiences being LGBTIQ and Tasmanian in the contemporary environment. The project obtained ethics approval and the survey will launch in early February 2021. Follow up focus groups will be conducted by mid-2021. The project is funded by the Tasmanian Department of Communities. Angela is on the project team with Dr Ruby Grant.
- *Home is Where Our Story Begins:* Was a project initiated by ACON to consider the experiences of culturally and linguistically diverse LGBTQ people living and working in Greater Western Sydney, especially as it relates to family and intimate partner violence. Professor Nicole L Asquith was the lead researcher on this project, which was a collaboration between ACON and Western Sydney University scholars, students, and interns.

Trust & Ethics in Police (TEP)

Lead Researcher: Dr Nick Evans

Members: Professor Nicole L Asquith, Associate Professor Angela Dwyer, Dr Isabelle Bartkowiak-Théron and Mr James Dwyer

Nick is a Lecturer in Policing & Emergency Management, Researcher with the Tasmanian Institute of Law Enforcement Studies (TILES), and a Research and Innovation Associate at the Australia New Zealand Policing Advisory Agency (ANZPAA). He is an early-career researcher in the academic policing space, with strong ties to Australasian jurisdictions and policing-adjacent organisations. He strives to harmonising academic work and strategic priorities in policing. Nick has led research projects on developing a shared framework and set of indicators for trust in policing, and on understanding militarisation, and the politicisation of policing. He has also consulted on trust-related projects with both Victoria Police and New South Wales Police Force, and has contributed to industry summits, conferences, and publications on this work. Harmonising academic work and strategic priorities in policing has also been possible for Nick due to his involvement in industry forums and networks, particularly those with a 'pracademic' orientation. This includes the Australasian Society of Evidenced-Based Policing (ANZSEBP), and the Australian Policing Research Network (the latter of which he has also helped to establish).

Achievements

- *Considering Risk and Necessity A Re-examination of the Use of Force Continuum:* The project seeks to analyse from a policing perspective the training methodology, and the organisational and individual approaches to the decision-making process associated with the use of force. Dr Isabelle Bartkowiak-Théron is a researcher on this project and the chief investigator is Sergeant Karl Krele from Tasmania Police.
- *Trust and Legitimacy in ANZ Policing and Politicisation of Policing projects:* Are two projects conducted through the Australia New Zealand Policing Advisory Agency (ANZAPAA) by Dr Nick Evans.
- *Small Town Policing: Community-police relationships in remote communities* is an ethnographic research project conducted with the Department of Police, Fire and Emergency Management (DPFEM) and its core research methodology are interviews and observations. Expected final research outcomes will provide detailed knowledge of the everyday policing practices that facilitate the co-production of law and order in remote communities and contribute to a recommendation for policy and practice innovation. The project is led by Professor Nicole L Asquith, and the report for Tasmania Police will be available in July 2021.
- *Attacks on Australian Mosques:* Is an ongoing project in collaboration with scholars at Charles Sturt University and Sydney University. In 2020, an initial pilot study was conducted, and the results were immediately published as an article in *The Conversation* to coincide with the anniversary of the Christchurch attack. The project team are currently developing a larger study that will consider the impact of attacks against religious institutions. Professor Nicole L Asquith is a lead researcher on this project, and links to her work as Secretary of the Australian hate Crime Network.

- *Gender and Islamophobic Violence*: The project examines the data extracted by the Islamophobia Register Australia on violence perpetrated against Muslim women and considers the gendered nature of much public Islamophobia. Professor Nicole L Asquith works collaboratively on this project with colleagues from Charles Sturt University and the University of Sydney.
- *Scholarship Disabled*: Is a project led by Professor Nicole L Asquith and to date the research team has completed a pilot study at one Australian university, which will be reported in mid-2021. The project team includes abled and disabled scholars from nine Australian universities, who plan to expand the pilot study nationally in 2022. This first of its kind study maps the lived experiences of disabled scholars and consider the inherent ableism in higher education and as a consequence the barriers to full participation in the workforce.

OUTPUTS

Books

- 1) Travers M, Colvin E, Bartkowiak-Théron I, Sarre R, Day A, et al., (2020) *Rethinking Bail: Court Reform or Business as Usual?* Palgrave Macmillan, Cham.

Journal Articles

- 2) Atkinson C, Curnin S (2020) 'Sharing responsibility in disaster management policy', *Progress in disaster science*, 7 pp. 1-9.
- 3) Barnes A, White R (2020) 'Mapping emotions: Exploring the impact of the Aussie Farms Map', *Journal of Contemporary Criminal Justice*, 36, (3) pp. 303-326.
- 4) Bartkowiak-Théron I, McShane ALJ, Knight MG (2020) 'Departing from anonymous and quantitative student feedback: Fostering learning and teaching development through student evaluations', *Journal of Applied Learning & Teaching*, 3, (1) pp. 1-11.
- 5) Brady B, Asquith NL, Ferfolja T, Hanckel B (2020) Fear of heterosexism among sexuality and gender diverse staff and students, *Journal of Interpersonal Violence*.
<https://doi.org/10.1177/0886260520928648>
- 6) Brooks B, Curnin S (2020) 'Stretch-thinking loops: A new technique for scenario planning', *Risks, Hazards & Crisis in Public Policy*, 34, (4) pp. 1-15.
- 7) Brooks B, Curnin S, Owen C, Bearman C (2020) 'Managing cognitive biases during disaster response: the development of an aide memoire', *Cognition, Technology & Work*, 22 pp. 249-261.
- 8) Curnin S, Brooks B, Owen C (2020) 'A case study of disaster decision-making in the presence of anomalies and absence of recognition', *Journal of Contingencies and Crisis Management*, 28, (2) pp. 110-121.
- 9) Dwyer A (2020) Queering Police Administration: How Policing Administration Complicates LGBTIQ-Police Relations, *Administrative Theory and Praxis* 42(2), 172-190.
- 10) Dwyer A, Ball M, Lee M, Crofts T, Bond C (2020) 'Barriers stopping LGBTI people from accessing LGBTI police liaison officers: analysing interviews with community and police', *Criminal Justice Studies*, 33, (3) pp. 256-275.
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