



Director's Report

This first edition of the TILES Newsletter for 2008 is again expanded in size to accommodate the increasing range and diversity of activity and development within the Institute.

We warmly welcome our first new lecturing staff member to TILES, Dr Nicole Asquith who is relieving Dr Rob Hall in the Police Studies Program, as well as continuing her research and taking up new collaborative research opportunities with TILES.

Nicole's assistance with the current police studies program, allows Dr Rob Hall to concentrate on the development of the revamped Bachelor of Social Science (Police Studies) which intends to take its first enrolments mid 2009.

This edition pays special tribute to the role Mr Richard McCreadie, former Commissioner of Tasmania Police, has played in the development of our Institute. Mr McCreadie retired from Tasmania Police in March 2008 and I had the privilege of interviewing him for this edition of the TILES Newsletter.

Mr McCreadie highlights in his interview the "uniqueness" and "dynamism" of the TILES collaborative model. He also notes that "TILES now has an established track record, a nationally-recognised presence and a sound reputation."

I would personally like to thank Mr McCreadie for his support and vision for our Institute in his role as Commissioner of Tasmania Police.

Since our last edition in December, TILES staff and research students have been exceedingly busy preparing, attending and submitting papers and presentations at conferences around Australia and New Zealand. Journal articles and book chapters have been published, this will continue into 2008 with a range of books, book chapters and journal articles currently in press.

We are also pleased to be able to highlight and promote the work of our partners and associates in research, the Centre for Excellence in Policing (CEPS), our collaborators in the Effectiveness of Forensic Science in the Criminal Justice System ARC Grant and members of the Association



of Women Police Training who are conducting their next conference in Darwin in September 2008.

Roberta Julian (PhD)

*Associate Professor and Director
Tasmanian Institute of Law
Enforcement Studies*

Forensic ARC Workshop

On 6 March, TILES hosted a meeting of some of the key researchers in the ARC Linkage Project 'The Effectiveness of Forensic Science in the Criminal Justice System'. Since the research team is multi-university and multi-jurisdictional this required some participants, as members of a working party, to commit a full day in Hobart to addressing some of the start-up issues related to the project. It followed a preliminary meeting of all Chief Investigators and Partner Investigators, held at Victoria Police Headquarters in December 2007.

Key agenda items at the March meeting were the development of a communications strategy and governance structure for the project, and preparation of a position description and selection criteria for the post-doctoral fellowship, which we will be advertising very soon.



L/R Dr Hugh Sibly (UTAS), Mr Alistair Ross (VICPol), Prof Rob White (UTAS), Assoc Prof Roberta (UTAS), Dr James Robertson (AFP), Ms Anna Davey (NIFS) and Prof Claude Roux (UTS)

The working party took the opportunity to share information and expertise across the academic-practitioner divide and between the natural and social sciences that will serve to enhance the project's focus and outcomes.

Collaboration between academics and police practitioners is a hallmark of TILES' research. This project provides us with a perfect opportunity to demonstrate how successful such collaborations can be.

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TILES welcomes new staff Dr Nicole Asquith

In February 2008, I was appointed as a Lecturer and Researcher in TILES. My appointment to TILES is initially to assist Dr Rob Hall with the undergraduate and graduate police studies program in order for him to dedicate more time to the development of the Bachelor of Social Science (Police Studies) with Tasmania Police. I have moved to Hobart after two years in the School of Sociology and Social Work at the Launceston campus (UTAS), and prior to this as a Lecturer at the University of Melbourne (where I completed my PhD). In 2004, I also worked as the Senior Research and Policy Officer at the Australasian Police Multicultural Advisory Bureau (APMAB).



Dr Nicole Asquith

My research work with APMAB was dominated by a collaborative project working with nine Australasian policing organisations and key community organisations such as the Australian Multicultural Foundation—to develop a national blueprint for the recruitment and retention of culturally and linguistically diverse background officers. While APMAB no longer exists (having been amalgamated into the new common policing organisation, ANZPAA), the research agenda on CALD background officers was resolutely adopted by all members; with some jurisdictions taking the lead on implementing and evaluating the 46 recommendations over the coming years.

It is my hope that ANZPAA continues to review this initial gap analysis of operational policing, and make further recommendations to the Commissioners of Police on the advantages to be gained from more culturally and linguistically diverse policing organisations.

In addition to my teaching commitments with the School of Government and TILES, I am also developing my research agenda on hate violence. In my doctoral research, I analysed the text and context of hate anti-Semitic and heterosexist violence in Australia, with particular reference to the role of hate speech in hate violence. Unlike the majority of work in this field, I was not interested in finding the unique characteristics of specific forms of hate violence. Rather, I sought to find the common experiences faced by Jews, lesbians and gay men when encountering hate violence.

In 2008-2009, I will be expanding on this research by investigating similar data held by the London Metropolitan Police, Royal Canadian Mounted Police and the FBI. I also hope to be able to work with Tasmanian non-government organisations and Tasmania Police to increase the reporting of hate crimes, and, in turn, increase the capacity for policing organisations to monitor and respond to hate violence.

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TILES Interviews Mr Richard McCreadie April 2008

Can you tell us about your role in establishing TILES?

Throughout my policing career I have had a strong belief that law enforcement could, and should, establish itself as a true profession. Since my appointment as Commissioner of Police and Secretary of the Department Police and Emergency Management (DPEM) some 11 years ago, the professionalisation of policing has been one of my great passions.

Having seen a number of initiatives lapse at a national level, my department took the decision to pursue professional status at a state level.

Since then the University of Tasmania and Tasmania Police have pursued a successful strategic partnership that has involved a number of initiatives: Tasmania Police induction training has been accredited by the academic senate; each new member now receives accreditation towards a Bachelor of Social Science (Police Studies); and we have a post-graduate certificate, post-graduate diploma and Master's program accessed through UTAS.

This strategic partnership with the University culminated in the establishment of the Tasmanian Institute of Law Enforcement Studies (TILES) some four years ago following recognition that, in Australia at that time, no 'law enforcement' specific research institute existed. Strategically, TILES was established to fill a void and ensure that the research needs of policing agencies could be catered for.

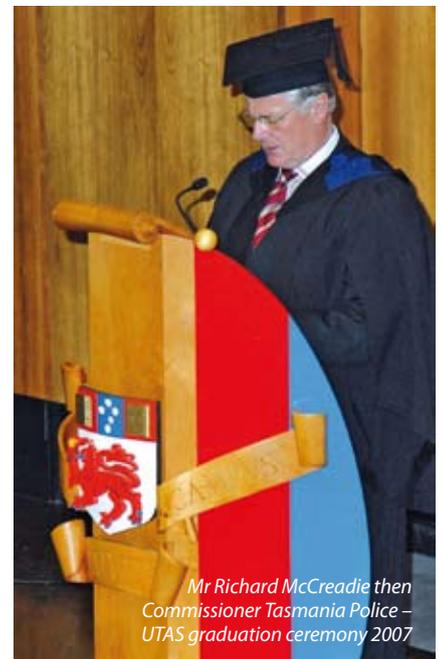
Its aim is 'to conduct and promote evidence-based research to improve the quality of law enforcement'. The move was underpinned by the significant progress that the University of Tasmania and DPEM had made in police education and the clear opportunities that existed for leveraging off 'industry' knowledge.

The establishment of TILES is an important part of my vision for ensuring that law enforcement generally, and policing in particular, becomes a profession in its own right within the Australasian context.

In its four years of operation, are you pleased with what it has achieved?

Evidence-based police research is vital to the professionalisation agenda and TILES is successfully building on the requisite body of knowledge to underpin the policing profession.

Over the past four years, you, as Director and your team of full and part-time researchers have been doing outstanding work. TILES and its partnership between Tasmania Police and the University have been viewed favourably by government and many see it as a model for others to copy. The TILES model has been discussed in various police forums and many of my fellow Commissioners are moving to initiate similar models. I am in agreement with the conclusions drawn by the committee that reviewed TILES in 2005: it commended the Institute 'for the remarkable progress it has made during the initial period of its development' noting that 'it is through initiatives such as TILES that Australia is developing a sustainable research capacity in policing'.



*Mr Richard McCreadie then
Commissioner Tasmania Police –
UTAS graduation ceremony 2007*



Graduate Certificate in Police Studies Dec 2007

Strengths and weaknesses of TILES?

One of the main strengths of TILES is the outcome focus of its research programs. Through this focus it is well positioned to contribute to policing policy in Tasmania, has the potential to attain national significance in law enforcement research and to contribute to the body of knowledge on policing and security issues. It also has the potential to serve as a model for police/university research partnerships in other jurisdictions.

The Institute has achieved over two million dollars in research grants through a diversity of grant sources. Many of its research programs are multi-disciplinary, multi-university and multi-jurisdictional – leveraging off academic and practitioner expertise. Police practitioners form an integral part of each research project – at both the governance and the delivery levels.

The TILES collaborative model is unique and dynamic. The Institute now has an established track record, a nationally-recognised presence and a sound reputation. TILES has built on its excellent working relationship with Tasmania Police and has demonstrated its capacity to work with other policing organizations (e.g. Victoria Police, South Australia Police, Australian Federal Police) and other policing agencies (e.g. National Institute of Forensic Science).

The policing environment is one that is subject to great change. The ability of TILES to provide multidisciplinary research teams that incorporate industry knowledge and experience lies at the heart of the Institute's success.

Its major weakness at this stage is probably its limited capacity for sustainability and growth due to the lack of permanence of its staff. While it has an enviable capacity to draw on a wealth of expertise at the University on a fractional basis, it needs to provide greater efficiency through more permanent core staffing. I know that this is an area currently being addressed by the University and the Board of Directors.

Why do you think an educated police officer is so important?

As I said earlier, education is integral to professionalisation. Currently, whilst we would all no doubt claim that we act professionally and deliver our service professionally, at best we are still only able to describe ourselves as an occupation in transition.

No true profession – neither medicine nor law, engineering, accounting, teaching, social work, nursing or clinical psychology – has ever achieved professional status in any other way. The education of police officers is a fundamental step towards achieving professional status.

What does TasPol do to encourage officers into study?

As I noted earlier, the partnership between UTAS and DPEM has led to the accreditation of Tasmania Police induction training towards a Bachelor of Social Science (Police Studies) and the establishment of postgraduate programs in policing. Promotion exams within the Department are also linked to University study.

In order to further facilitate tertiary studies, the Department, through the University, has established a significant number of perpetual scholarships that are awarded annually. We have also established a trust fund and pay HECS fees upfront for members to avoid accumulated interest and provide a tailored repayment program that suits their financial capacity.

Do you see yourself having a role in TILES now that you have retired?

I intend to continue my involvement in TILES in an advisory capacity. I have been invited to remain a member of the Institute's Board of Directors - as a community member rather than a state government representative. TILES and the School of Government are also currently revising the Bachelor of Social Science (Police Studies) degree in order to encourage all new members of Tasmania Police to complete an undergraduate degree. Given my lengthy experience and excellent working relationship with the University of Tasmania and my passion for police professionalisation, I look forward to providing advice to the TILES team, as this exciting development comes to fruition.

Recent TILES Publications

Book Chapters

Fleming, J & O'Reilly, J (2008) 'In search of a process: Community Policing in Australia' in. *The Handbook of Knowledge Based Policing: Current Conceptions and Future Directions*, ed T Williamson, John Wiley, Chichester, Sussex, Chapter 6.

Ganguly-Scrase, R & Julian, R (2008), 'Minority Women and Forced Migrations: A comparative study of flight and settlement experiences of women refugees in India and Australia.' In. *India Australia Relations: Convergences and Divergences*, ed D Gopal, Shipra, Delhi, pp. 70-89.

Journal Articles

Wood, J, Fleming, J & Marks, M (2008), 'Building the capacity of change agents: The Nexus Policing Project', *Policing and Society*, 18:1, pp. 72-87.

Campbell, D (2007), 'Community Policing and Refugee Settlement in Regional Australia: A Police Perspective', *The International Journal of Diversity in Organisations, Communities and Nations*, vol.6, (4) pp. 7-14.

Campbell, D & Julian, R (2007), 'Community Policing and Refugee Settlement in Regional Australia: A Refugee Voice', *The International Journal of Diversity in Organisations, Communities and Nations*, vol 7, (5) pp. 7-16.

Conference Presentations and Facilitations and Papers

Campbell, D (2007), 'Community Policing and Refugee Settlement', paper presented in the 'Police-Researcher Partnerships' Panel at the TASA & SAANZ Joint Conference, University of Auckland, New Zealand, 4- 7 December.

Fleming J (2007), 'The Small Scale Initiative: the rhetoric and the reality of Community Policing in Australia', ANU/Berkeley Workshop on community Policing, University House, Australian National University, Canberra, 12-14 December.

Julian, R (2007), 'Transnational and Transgenerational Identification processes in the Hmong Diaspora', paper presented in the 'Transnational Caregiving: Policy Issues' Panel at the TASA & SAANZ Joint Conference, University of Auckland, New Zealand, 4- 7 December

Fleming, J (2008), 'Binding research to practice – dilemmas and solutions', paper presented at NEXUS Policing: Binding Research to Practice Conference, Melbourne 26-28 May.

Fleming, J (2008), 'How do you change Tasmania's Drinking Culture?', panel presentation at: Alcohol, Tobacco, and other Drugs Council Conference, Hobart, 30 April.

Fleming, J and Doherty, T (2008), 'Youth Justice Outcomes 1990-2002', a paper presented at a forum, Juvenile Justice in Tasmania, University of Tasmania, April.

Fleming, J (2008), 'Police Professionalism', a paper presented at Australasian and South Pacific Police Commissioners Conference, Hobart, 3 March.

Fleming, J (2008), 'YCA – A Network of opportunity? Young people, crime and community safety: engagement and early intervention', a paper presented at the Australian Institute of Criminology, Melbourne, 25-26 February.

Julian, R (2007), 'Forensic Science and Policing', paper presented in the 'Police-Researcher Partnerships' Panel presentation at the TASA & SAANZ Joint Conference, University of Auckland, New Zealand, 4- 7 December.

Julian, R, White, R & Campbell, D (2007), 'Police-Researcher Partnerships: Constructing a Public Sociology of Policing?' paper presented at TASA/ SAANZ Joint Conference 2007, Auckland, New Zealand, 4-7 December.

Julian, R (2008), 'Risky business? The perception and reality of alcohol-related harm among rural high school students', paper presented at the First Annual ATDC (Alcohol, Tobacco & other Drugs Council): ATOD Practice, Integration & Development, Hobart, 28-30 April.

Julian, R. (2008), 'The CSI Effect: Forensic Science, Popular Culture and the Criminal Justice System', paper presented at the Royal Australian Chemistry Institute (RACI) Seminar, School of Chemistry, UTAS March

Julian, R. (2008) 'Forensic Policing in a Cross-Cultural Context: The Case of Australian Police in Bali and Thailand', paper presented at the School of Justice, Queensland University of Technology, Brisbane, 9 May.

Julian, R & Ross, A (2008), 'The Effectiveness of Forensic Science in the Criminal Justice System', paper presented at the NEXUS Policing: Binding Research to Practice Conference, Melbourne 26-28 May

Training Opportunity in the Northern Territory

The Northern Territory Police are hosting the 46th Annual International Association of Women Police Training Conference in Darwin - a unique training opportunity for those involved in criminal justice, related industry, law enforcement operations and leadership.

When: 6-11 September 2008

Venue: Darwin Convention Centre

This conference will attract delegates from around the world from countries including the United States, United Kingdom, Europe, Africa, Asia and the Pacific Islands. They are offering a unique blend of workshops, activities and forums that can only be experienced in the Top End.

Keynote Speakers include

- **Dr Tim Turner** (retired FBI agent) - who is an expert in emotional intelligence and police leaders
- **Emeritus Professor Eli Silverman**, of the John Jay College of Criminal Justice (CUNY) - was involved in the implementation and assessment of Compstat in NY City when Chief William Bratten was dealing with the crises regarding crime levels in NYC
- **Dr Sue Gordon**, Chair of the Northern Territory Emergency Response Taskforce

Don't miss out on this once-in-a-lifetime opportunity to experience a challenging and rewarding training conference and register today.

For further information and Registration visit www.iawp2008.org



DARE Overland Track Participants

TILES Community Engagement - DARE

In January 2007, Caroline Burridge, who lives with Type 1 Diabetes and is the TILES Business Development Officer, climbed Mt Kilimanjaro, the highest mountain in Africa and the largest free standing mountain in the world. Caroline was looking for another challenge for herself but decided that it would be so much better to share that euphoric feeling of achievement with others and so the concept of DARE was born.

DARE, (DiAbetics Reaching Extremes) is a collaborative project with Diabetes TASMANIA has the financial and in kind support from both the University of Tasmania and Tasmania Police, as well as a number of other local, state, national and international public and private organisations. Caroline led a group of five 15-18 year olds living with Type 1 Diabetes, together with Dr Tim Greenaway and Diabetic Educator, Melinda Mus and two guides from Tasmania Expeditions, on the famous Overland Track in Tasmania, in March this year.

The participants undertook four months of training prior to the trek so that problems with the participants' blood sugar levels could be managed correctly. As it is complicated managing these levels on days of prolonged exercise carrying heavy loads, it was envisaged that the skills the participants learnt in managing their illness under these extreme conditions would greatly help them to manage their disease under other circumstances.

Caroline hoped the journey would not only change the lives of the participants but that it would raise awareness of diabetes and childhood obesity. She hoped that the experience of sharing with other diabetics, and indeed those that live with other chronic illness, would encourage them to believe that "anything is achievable if you dream, get out of your comfort zone and work hard to reach that dream – whatever that might be."

DARE achieved its objectives of changing the lives of those young people involved, inspiring those who live with chronic illness and encouraging the general community to take action to improve their health as well being. DARE raised \$46,000 in cash as well and a further \$150,000 in in-kind support for the journey and further education projects for Diabetes TASMANIA .

The DARE journey continued with Caroline Burridge just back from trekking the Kokoda Trek as an Ambassador for Diabetes TASMANIA. The trek was to raise funds and awareness for the Juvenile Diabetes Research Foundation for Type 1 Diabetes

You can follow the project as it has unfolded on the TILES Community Engagement page at: http://www.utas.edu.au/tiles/community_engagement/DARE.html

TILES Postgraduate Industry Workshop 6-7 August 2008

TILES is hosting an innovative 2008 postgraduate workshop at Hobart's Old Woolstore Hotel, 6 to 7 August 2008.

The aim of the workshop is to provide opportunities for TILES postgraduate students to present their research to the wider population, in particular to those in the relevant industry, community and government sectors.

Expressions of interest to attend can be made to Professor Jenny Fleming at jenny.fleming@utas.edu.au or phone +61 3 6226 2393

National policing linkages

Launched in February 2008, the Australian Research Council Centre of Excellence in Policing and Security (CEPS) is headquartered at Griffith University, Queensland, Australia, with academic research partners at the Australian National University, the University of Queensland and Charles Sturt University.

The Centre brings international focus to the study of policing and national security to Australia.

Professor Lorraine Mazerolle, as past Associate Director of TILES, is to be congratulated on her appointment as Director of CEPS.

CEPS Director, Professor Lorraine Mazerolle said, the centre would enhance Australia's local policing capacity and security role in the Asia-Pacific region and globally.

The new website for the centre is located at <http://www.griffith.edu.au/arts-languages-criminology/centre-excellence-policing-security>.

As stated on its site, CEPS has five broad goals to:

- deliver an exceptional research program;
- educate the next generation of police and security scholars;
- grow research and policy interest in national and international police and security issues;
- engage with the public, research, policy and practitioner environments on police and security issues and;
- achieve national and international distinction.

TILES Director, Roberta Julian (Immigration; Ethnic Relations and Race Relations) and Professor of Research, Jenny Fleming (Policing), look forward to collaborating with the Centre, as Associate Investigators in their respective areas of expertise.



Postscript to Interview with Mr Richard McCreadie

Mr Richard McCreadie has just been appointed Adjunct Professor in the School of Government. TILES congratulates him on this appointment

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