

# Work starts immediately to implement culture reform recommendations



Just weeks after the release of a comprehensive study into diversity and inclusion within the AFP, Commissioner Andrew Colvin, has thanked staff for their initial response to its findings.

On 22 August 2016, the Commissioner publicly released *Cultural Change: Gender Diversity and Inclusion in the Australian Federal Police*, the result of extensive consultation with AFP members across the breadth of the organisation, by the former Sex Discrimination Commissioner, Elizabeth Broderick.

“I said at the time I released the report, this is not an easy document to read for someone who loves this organisation as much as I do,” the Commissioner said. “I know so many others who feel the same and I’ve seen a full range of responses, from disgust and disbelief, to a determination for change.”

“While the report contains many positives, it also identifies our culture is in need of significant change, to reflect a modern, progressive and inclusive workplace.”

“It would have been much easier to have kept the report under wraps but that wouldn’t have been true to what I am determined to achieve while I lead this organisation.”

“I want the report to mark a moment in time when the AFP leaves behind outdated practices and behaviours, and it becomes an exemplar – even a leading light – for other workplaces to follow.”

The Commissioner and the AFP Executive has committed to respond positively to all 24 recommendations in the *Cultural Change Report*.

“My apology to those members, past and present, who have been let down by this organisation, was heartfelt, and I’ve been made aware that the release of the report has been an important first step in the healing process.”



**Elizabeth Broderick and AFP Commissioner Andrew Colvin release *Cultural Change: Gender Diversity and Inclusion in the Australian Federal Police* on 22 August.**



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The Safe Place and Investigations Team is providing support to people who have suffered sexual harassment or bullying and to give them reassurance that their concerns will be treated with respect, sensitivity and confidentiality.

“In speaking with Ray and his team recently I made it clear that the job ahead is a big one and the changes we need to put in place will take years, not months,” the Commissioner said.

“I’ve asked Ray and his team to put in place a plan that is workable, achievable and that the whole of the AFP can have confidence in as we move forward.

“Liz Broderick’s strong advice was that we respond to her findings in a considered way. It is important that we get the response right, rather than rushing to fix everything by Christmas which is simply impossible to achieve.

“My sense, from the overwhelming feedback I’ve received to date, is that the organisation wants change, but that

will take a great deal of commitment, from all of us, and at all levels.

“My message to Ray and his team really translates to the entire organisation. We need trust; in each other, in the process and in our management, to stay the full journey – a journey I expect will take many years.”

The Commissioner thanked staff, based in Australia and overseas, for engaging so early in discussions about the findings of the *Cultural Change Report*.

“Ultimately, I want everyone to feel they are in a position that they understand the report and its recommendations and that we all own it.”

For additional information and support email [AFP-safe-place-and-investigations@afp.gov.au](mailto:AFP-safe-place-and-investigations@afp.gov.au).  
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If you require psychological support, please contact Psychological Services on (02) 6131 3743 or the AFP Employee Assistance Program provider, Davidson Trahaire Corp psych on 1300 260 364 [www.davcorp.com.au](http://www.davcorp.com.au).