

Operational Advisory Group

Summary Date Range 21/07/22 to 01/02/24

What have we spoken about?

- The members of OAG discussed the purpose of their rōpū, which is to bring together a diverse range of operational staff from across the motu to ensure the research programme is informed by people directly in Police's operating environment. The purpose and current membership were reinforced to assure each OAG member that they were part of this group for a reason and that their involvement provided valuable insights that are influential to the programme.
- The OAG focused strongly on developing resources that could explain the UPD research programme succinctly to ensure members could feel comfortable when discussing and presenting the programme to their colleagues.
- OAG discussed the importance of getting the communication strategy right and the issues that could have arisen if it did not work, both internal and external to the organisation. The key principle that members identified as needing to be communicated was that the research was about the system, rather than people.
- An OAG member highlighted that upon review of their Tactical Options Reporting, it was raised that Police officers are arresting rather than building rapport. The OAG discussed this issue and identified potential reasons for this, such as there being an underlying element of fear within officers. OAG agreed that comms needed to be prioritised to aid in this space.
- OAG members focused on how best to portray reality, equality, equity, and liberation, with a view to highlighting the different support and outcomes that emerge when some members of the public are stopped or ticketed by Police.
- The OAG recognised the importance of being engaged with key stakeholders to ensure relationships remained robust as the research programme continued. This was evidenced by the Leads Group attendance at the Area Commanders Conference and the Commissioner's Māori Focus Forum, and the positive engagement that emerged from this.
- Tā Kim presented his paper on the UPD Values which were identified as kaitiakitanga, manaakitanga, whakamana, whanaungatanga, and aroha ki te tangata. These values were agreed to by Māori Panel members.
- OAG members focused on the data issues that emerged during the research, such as different practices for data collection emerging in different areas across the motu. They provided feedback on these concerns and highlighted limitations to collecting good quality data on the frontline.

What have we done?

- An OAG hui was held at Te Manukanuka o Hoturoa Marae as this marae and Police have a special relationship to one another. In holding a hui at this location, it further reinforced the importance of the research programme.
- The OAG welcomed additional members that were selected using the same criteria as all initial members. The introduction of new members that were ethnically diverse, from the Rainbow community, and key specialist workgroups allowed for greater insight into

operational experience and enabled the OAG to provide more well-rounded and inclusive feedback to other rōpū and the Research Teams.

- Following Tā Kim's presentation on his paper titled *Unconscious Bias and Unconscious Bias Training*, OAG members agreed not to use the term "unconscious bias". This decision was made because the evaluation of the term showed it had limited value in changing behaviour and that it allows people to excuse themselves of personal responsibility.
- The OAG provided feedback and support with an operational lens to the Research Teams and other rōpū within the programme. The OAG contributed to the decisions made by Mana Pounamu and Ihi Research on their site selection, as members identified key districts and reasoned why they would be best suited as sites.
- Once the Procurement Panel had scored the research applicants and all Research Teams were established, they were inducted at the Royal New Zealand Police College, with OAG members in attendance.
- OAG members provided feedback to the Panel on the Photographing Rangatahi work, particularly the draft principles which will be used to guide Police's interactions with children under 18. The operational perspective from OAG was crucial to informing how these principles would and could be applied.
- The OAG were presented with the Police Legitimacy Paper by the Chair, with this paper being endorsed by the group to go through to the Panel, with the hope that it would become a UPD programme paper.
- OAG were kept informed of the progress on the Equity Panel, with this group using case studies from the Waikato to test against the Systems Improvement Framework. Over the course of the programme, the naming convention was modified to the Systems Review Panel, with the OAG endorsing the paper.
- The OAG contributed to the evolution of the Diversity Panels, which began with members providing feedback from a Police and operational perspective on the draft proposal. The paper was intended to go to the Organisational Capability Governance Group to approve the plans for a national rollout.

What are we going to do next?

- A paper will be presented to ELT, which is seeking their agreement to an implementation framework consisting of community engagement and advice, governance, and delivery. The OAG will provide operational insight and advice to the implementation model.
- The OAG will continue to supply their uniquely operational insight and feedback to the Research Teams, who from 2023 are now entering Phase Two of their research.
- The OAG will provide support in the development and implementation of the District OAG. Their first-hand experience in the national OAG will help inform and create a more effective OAG out in districts.