

Sue Thompson Timeline Hate Crimes 1978-2018

	A	B	C	D
1	Timeline for Key Events in the Hate Crimes Journey 1978 - 2018			
2	For NSW Parliamentary Inquiry [by Sue Thompson 6.11.18 v.12]			
3	<i>30 key historical events are bolded, highlighted in yellow</i>			
4			Total	Number
5	Date	Timeline	Murders	Unsolved
6	24-Jun-78	1. Gay Solidarity March (daytime) & Street march (nighttime) later known as first Mardi Gras		
7		53 arrests, violence, brutality, Court appearances, Newspaper outings, job & family losses		
8	1982	NSW Anti Discrim Act amended to include ground of homosexuality. Pres ADB Carmel Niland		
9	1983	Club 80 Raids with 27 arrests & conflicts with Police & Vice Squad		
10		Robert French sees raids in context of 3 failed attempts at homosexual law reform and		
11		increasing police harrassment. French, Co-convenor of Gay Rts Lobby, wrote to Police Minister Anderson		
12	Jan-84	Robert French & Barry Charles to Police Minister Peter Anderson (1981-1986)		
13		Barry Charles asks Minister to establish Gay Liaison Group (French, Goulden, Hobday, McLachlan, Thomas)		
14	Oct-84	2. Anti Discrim Board sets up Gay Liaison Group (Greg Tillett ADB, Insp Thorgood + community)		
15	1984	3. NSW Crimes Act amended to decriminalise homosexual sex between men (age of consent)		
16	1985	Police Community Liaison Manual (incl Minister directing Gay Liaison fr 1983; Sgt Gateley Aged/Gay initially)		
17	1985	Police Gay Liaison Unit - Initial Proposal by Police Community Relations Bureau		
18	1985	Early 1985 "Gay Liaison Officer" aka Community Relations Co-ord for Gay Community advertised		
19	1985	Selection Panel with ADB Conciliation Officer, Greg Tillett, representing gay community on Panel		
20	1985	4. Fred Miller (ex MP for Bligh) appointed to the "temporary" Gay Liaison position (1985-89)		
21		Highly respected for his parliamentary work incl in homosexual law reform.		
22	18-Jul-85	Proposed Gay Hotline Police & Gay Counselling Service (following deaths of Michael Stevens & one other)		
23		Report by Police Gay Liaison Group - Gay Hotline (Violence Phone-In: 19-21 July 1985)		
24	1985	(incl Narrabeen, Nth Syd, Chatswood); Annual Report of the Police Gay Liaison Group		
25		Gay Liaison Groups set up in Newcastle (Cst Jo Watts), Wollongong, Lismore		
26	05-Apr-87	Grim Reaper advertisement first aired (NACAIDS) - very controversial & likely incited hate crimes		
27	1988	Gay & Lesbian Rights Lobby established (Gary Cox, Jane Clements)		
28	10-Dec-88	Scott Johnson's body at bottom Manly Cliffs (Police say suicide, 2017 Coroner finds gay hate)		
29	1989	Gay Hotline Phone in 29-30 Apr 1989 (Streetwatch). Report by Police Gay & Lesbian Liaison Group		
30		(disappointing results compared to Hotlines Syd 1985 & 86, Wollongong 88)		
31	06-May-89	Alan Rosendale bashed by pc police in Moore Park, witnessed by Paul Simes (SMH discovery 2013)		
32		Police HQ meeting - Snr Police, Miller, Simes, explaining police were bashers (excl Rosendale)		
33	30-Jun-89	Fred Miller formally retires (after being on sick leave mesothelioma) (d. 1992)		
34	31-Jul-89	Mardi Gras President Cath Phillips writes to Police Minister Ted Pickering (1988-92), re excellent		
35		work of Miller, filling vacant job & increasing rank. Pickering intervenes & directs NSWPS		
36	22-Aug-89	Police Service agrees to authorised position with job description, in consult with Indust Relat Auth.		
37		G&L community rep on selection panel, Suzanne Brooks (ex Off Status Women; Broadcasting Trib)		
38	15-Jan-90	Richard Johnson brutally murdered in Alexandria Park - 8 youths charged (some Clevo students).		
39	30-Jan-90	5. Sue Thompson selected, commences duty as Client Consultant Gay Liaison (1990-2002)		
40		Admitted NSW Bar, Ombudsman's Office, Dept YACS, Att Gens CJs, Victims Crime Comp Trib		
41		(Gr 8; equivalent positions Aboriginal, Ethnic, Youth with identical Statement Duties are Gr 9/10).		
42	Jan-90	Det Sgt McCann, Thompson & GLRL work to prevent plea bargaining in R Johnson after initial two.		
43	Jan-90	Establishment of GLLOs in 4 inner city locations to respond to violence; ChSupt Peate A1 support^^>>		
44	Jan-90	Police start weekly advertisements in gay press re report violence, GLLO names, Thompson phone		
45	Feb-90	Ch Supt Alf Peate (in uniform) & Sue Thompson to Mardi Gras VIP Viewing Room. Alf was a hit.		
46	09-Apr-90	Police Minister Ted Pickering launches "Streetwatch Report" for GLRL (Ruthchild & Grant) w. Clover Moore		
47	1990-1994	Pickering establishes Streetwatch Implem. Advisory Cmmtee under ADB Pres Steve Mark (1988-94)		

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48		First "STOP THE BASHINGS REPORT THE VIOLENCE" poster - world wide coverage		
49		(with 3 logos Police, GLRL, Gay Lesbian Mardi Gras). Launched with Streetwatch Report		
50		Sent to all government & community organisations by NSW Police with Commis Avery message		
51		Sue Thompson & Sydney & Inner West District Commanders meet with GL community - violence		
52	19-May-90	Murder of Wayne Tonks, Teacher Clevo High School		
53		Ch Supt Alf Peate & Sue Thompson meet with Cleveland St High Principal Skidmore - "we're running Wshop"		
54	1990	Start collecting homicide info as result of Richard Johnson murder, Wayne Tonks & Clevo High		
55	Jun-90	Paul O'Grady (1960-2015) comes out as first openly gay NSW Member of Parliament, MLC		
56	1990	6. Det Sgt McCann reviews & lists likely gay hate murders 1987-90 - South Region Homi	7	5
57		McCann & Thompson work on some old cases and to encourage scared witnesses		
58	Aug-90	Anti Homophobia 3 day Workshop at Cleveland St High, Police & S Syd Yth Serv (Sue T, Shane Brown, Deb M)		
59	Oct-90	Fred Nile Protest Rally' - police exc force, horses, major public & political conflict & fallout.		
60	Nov-90	7. Lesbian & Gay Anti Violence Project (AVP) set up by GLRL (Gay & Lesbian Rights Lobby)		
61		Bruce Grant (ex GLRL) full time. Carole Ruthchild GLRL. Dept Health funding from June 1991.		
62	29-Nov-90	Police Mobile Van weekends at Taylor Square (AC Gibson) set up after Fred Nile rally - stop violence		
63		Launched by AC Bruce Gibson, Comm Lauer, Clover Moore. Community progs - Safe Place; Whistle Project		
64	Apr-91	NSW Police puts Police G/L Relations on National Agenda at Police Commissioners Conf		
65		of Australasia and South Pacific, Sue T paper for Avery "Prejudice a Barrier to Professionalism"		
66	10-May-91	Truth or Dare Homophobia Film & Pkge launched by Justice Evatt (sponsored by SSYS, Police)		
67	1991	Dykes on Bikes Street Patrols - close working relationship Supt Beggs & Nora Savona (radio)		
68	Jun-91	AIC National Conference on Crime Prevention - Sue Thompson paper on police g/l liaison		
69	1991	Sue Thompson Submission to Minister to direct equal grading of GL position - he did.		
70	1991	First Police Ad in Mardi Gras Guide - Comm Avery "reducing violence, crime & fear...distance to go"		
71	1991-2002	Annual G/L Marketing Campaigns to Reduce Violence, Encourage Reporting, Build Trust		
72		eg adverts, brochures, posters, fridge magnets, drink coasters, bumper stickers, wallet cards		
73	1991	Thompson list of 52 complaints to Commissioner - unprofessional police behaviour at beats -> SWP		
74	1991	UNSW Student placement with Thompson conducted Lesbian Violence Survey. Sample 300		
75		In prev 12mths 18% physically assaulted, 43% physically intimidated, 78% verbally harassed		
76		"Policing Anti Lesbian Violence"		
77	Jan-92	Police Commissioner support for g & l police - Police Weekly article		
78	Feb-92	Police Minister launches Interim Report of Streetwatch Impl Adv Committee at Belvoir Theatre		
79	1992	Stephen Tomsen paper to ANZSOC Conference: Anti Homosexual Violence & Lack Criminological interest		
80	1992	The Hon Paul O'Grady invites other politicians to march in Mardi Gras Parade		
81	Apr-92	8. Snr Working Party to Improve Police Gay/Lesbian Relations - to address murders at beats,		
82		no violence reporting given history Police operations at beats. Peate, ACs, IA, Thompson, Preston,		
83		ACON rep David Buchanan. To fix violence must address unprofessional police ops/tactics		
84	1992	GLLO Academy Training Course, 5 day, written & run Sue Thompson, Peter Moir		
85	1992	"Off Our Backs Report" (AVP) and Draft NSW Police Survey of Violence & Harassment Against Lesbians"		
86	Sep-92	Both launched by Hon T Pickering at Parliament House & referred to Streetwatch Committee		
87	1992	All Local Commands provide detailed briefing on operations at beats over last 12mths		
88	01-Dec-92	38 Patrol Commanders brought in for full day Training on Beats - Thompson, AC Walsh, Lauer		
89	1993	9. AIC Nat Conference (Sue T paper Violence & murders - 19 murders, including cliffs)	19	
90		Now 55 GLLOs		
91	17-Mar-93	Under-resourcing of GL Client Consultant compared to equivalent positions - submissions		
92	17-Jun-93	AIC 2nd National Conference on Violence - Sue T paper on NSW Police response to Hom Viol		
93	01-Nov-93	Homosexual Villification law passed		
94	Feb-94	Price Waterhouse Urwick conduct violence survey for NSW Police at Mardi Gras Fair Day		
95	1994	Now 70 GLLOs. New Anti Discrim Board President Chris Puplick.		

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96	1994	Statement of Duties for GLLOs finalised (SDA 1497)		
97	Jul-94	Final Report of Streetwatch Impl Adv Cttee launched by Police Minister Garry West (1994-95)		
98		at Parliament House: whole of govt response to homoph violence & areas of shortfall		
99	Jul-94	New Police COPS (computerised data collection) now includes collection on hate crimes		
100	1994	S Tomsen to Police Snr Working Party-murder research access [CrimResCGrant] [1988-94]	24	
101	1994	1994 Tomsen Hatred Murder & Male Honour Gay Homicides & Homosexual Panic Defence		
102	1994	50 GLLOs completed Academy Training by Thompson		
103	1994	10. Australian Violence Prevention Award for Reducing Violence & Crime Against Gs&Ls		
104		NSWPS Submission lodged by Sue Thompson Nov 1994.		
105		Aust Heads Govt award joint 1st prize NSWPS GL Program & LGAVP. Awarded by the Hon Duncan Kerr		
106		Received by Asst Comm Alf Peate and Sue Thompson and \$15,000 prize.		
107		AIC announced they will run First Nat Conf on Gay Lesbian Hate Crimes		
108	21-Feb-95	11. Out of the Blue, A Police Survey of Violence & Harassment Against Gay Men & Lesbian	22	
109		Written by Sue Thompson NSWPS and Jewly Sandroussi Price Waterhouse (60 pages)		
110		[ISBN 0 7310 4913 6]. Refers to other research on lesbian and gay violence & community wide		
111		Launched by Minister Garry West at Parliament House after suppression debacle with NSWPS		
112	21-Apr-95	SMH feature article on gay & lesbian police - Cst Brad Scanlan & Lisa Londregan		
113	1995	Police commence mandatory collection of Hate Crimes Data via COPS system		
114	1995	12. Att Gen Shaw establishes HAD Committee with Crim Law Review Division, DPP, Police, Judicial Comm, Criminal Bar, Academia (police reps Sue Thompson, Supt Gary Gilday)		
115				
116	1995	"You Can Help Stop The Violence Tell the Police" joint Police & Health Campaign		
117		launched Parlt House by Police Minister Garry West		
118	Aug-95	Police formally launch Sgt Terry Harvey's Police G & L Liaison Internet site after initial IA Complaint		
119	Sep-95	Commissioner's Circular on Police Operations at Beats released after 2yrs drafting (SnWkPty)		
120	Oct-95	NSWP host first national seminar on police g/l liason & violence at NSWP HQ - AC Alf Peate		
121	Oct-95	13. First National Conference on Violence Against Gs & Ls (AIC) - Sydney Uni, Police Minister		
122		Police Minister Whelan (1995-01) launches GALPEN for police employees, AC Nixon as Sponsor		
123	Oct-95	First GLLO poster released, promoting GLLOs, to all Police Stations		
124	04-Mar-96	First Police bus in Mardi Gras Parade, Sue Thompson, Sn Cst Jo Watts, Cst Robert Fenech (driver)		
125		Police Banner on bus "Stop Violence Against Gays and Lesbians, Tell the Police"		
126	19-Mar-96	Submission requesting replacement of Luke Preston to support GL Team - underresourcing		
127	1996	Dept Education Schools Homophobia Kit (piloted originally at Clevo) released to all schools		
128	1996	14. Dr S Tomsen "Gay Killings in NSW" - [Police list of gay hate killings 1986-1996]	31	21
129	1996	NSW Police reps Thompson & Gilday provide approved list gay hate murders to HAD Committee		
130	1996	GLLOS host & serve PLWHA Luncheon at Exchange Hotel - some prev bashed by Police		
131	Mar-97	Commissioner Ryan to Mardi Gras VIP Viewing Room (with Thompson)		
132	Mar-97	AC Alf Peate, Corp Sponsor G/LL retires. Warns Thompson "things will be very difficult... hang in there"		
133	Mar-97	Commissioner Ryan and Sue Thompson keynote speakers to Gay & Lesb Business Assoc dinner		
134	Jun-97	Police Recruitment Campaign for Gays & Lesbians - world wide attention for months		
135		Sn Sgt Jenny Choat Head of Recruitment initiative (with Sue Thompson)		
136		"Join the NSW Police We Guarantee You'll Get Sensible Shoes" (in LOTL)		
137		" A Career Opportunity for Gay Men That Doesn't Put You in a Straight Jacket" (Star Observer)		
138		Deemed highest recruitment response yet to any Police recruitment campaign		
139	1997	Book "Homophobic Violence" ed Gail Mason & Stephen Tomsen, AIC, Hawkins Press		
140		Thompson chpt "Hate Crimes Against Gays and Lesbians: The NSW Police Response" 90-96	26	
141	1997	Dr Stephen Tomsen published "The Criminal Justice Response to Gay Killings" in Current		
142		Issues in Criminal Justice [gay hate homicides period 1980-1997] [police 1986-96 = 31]	74	
143	1997	Proposal/ Submission re need for Effective Resourcing of GL Client Consultant Position		

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144	1997	1997 GLLO Survey & Indicators of Status of GL Liaison = Serious Problems in Organisation		
145	1997	Sue Thompson as joint keynote speaker with UK Home Secretary Jack Straw in UK		
146		UK Brighton Dome "Building Partnerships Towards Community Safety"		
147	1997	"Improving Police Gay/Lesbian Relations & Targetting Violence Against Gay Men & Lesbians"		
148		by Thompson NSWPS. Known as 'The Purple Booklet' covering period 1985-1997 (20 pages)	32	
149	1997	Premier's Certificate Achievement to Sue Thompson for first Gay/Lesbian Policy Statement		
150	1998	Police Advert in MG Guide showed 1978 famous arrest photo Robin Plaister & 1998 re-shoot		
151		"1978 That Was Then. 1998 This is Now. Who Says Time Doesn't Heal"...world leader...150 GLLOs		
152	01-Mar-98	First Police Marching Group in Mardi Gras Parade (Commander Sn Cst Jodie Bird): 30 cops		
153	1998	Homosexual Advance Defence (HAD) Cttee Final Report to Att Gen (see Powerpoint slides)		
154	1998	Police from SA, QLD, Tas trained in GLLO Course by Sue Thompson & Terry Harvey		
155	Jun-98	Gay & Lesbian Policy Statement - resubmitted by Sue Thompson		
156	01-Dec-98	Meeting with Commissioner re Under-resourcing, no Corp Sponsor for 2 yrs & no-one Snr noticed		
157		Assistant Commissioner Ike Ellis becomes Corp Sponsor/Spokesperson G/L Issues		
158	1998	Full Training Overheads & Powerpoint Slides for Conference presentations & Training		
159	1998	2nd GLLO Survey run - building on 1997 one		
160	1999	Attorney Generals Dept establishes Policy Officer Gay & Lesbian Liaison - Jackie Braw		
161	1999	Development of Full Operational Orders for GLLTeam attendance at Mardi Gras Parade & Events		
162	1999	Research Sue Thompson & AIC's Dr Jenny Mouzos (now Dr Jenny Cartwright) 1989-1999	44	
163		Examined 900 NSW homicides over 10yr period. Assessed NSW Police Service's 44 gay hate related,		
164		checked whether independent Nat Homicide Monit Program (NHMP) files supported the 44.		
165		For purpose of strict research to Academic standard, studied the verifiable 37 of the 44	37	8
166	1999	Research writing with Jenny Mouzos and Sue Thompson over several months, academic peer reviewed		
167	Oct-99	Presentation of research Jenny Mouzos & Sue Thompson to Conference Sydney Uni		
168	1999	AFP commission Thompson to run their G&LL Officers Contact Scheme Training Course		
169	2000	Police Gay and Lesbian Policy Statement & Action Plan (2000-2004) - Sue Thompson		
170		Assistant Commissioner Ike Ellis works hard to get GL Policy through before retirement 2000		
171	28-Feb-00	Submission re underresourcing, lack support to GL area; equiv positions regraded 11/12s not g/l again,		
172	Jun-00	15. Summary Homicide Research Published - Trends & Issues in Criminal Justice	37	8
173		"Gay Hate Related Homicides: An Overview of Major Findings in NSW" [10yr period 1989-1999]		
174		Trends & Issues Bulletin No. 155 Dr Jenny Mouzos AIC & Sue Thompson NSW Police Service		
175		Assistant Commissioner Christine Nixon becomes GL Corporate Sponsor till VICPOL Apr 2001		
176	15-Mar-00	GLL Executive Team established with AC Corp Sponsor, Principal Advisor (Thompson), GLLOs		
177	09-Aug-00	Fed Justice Minister Amanda Vanstone launches AIC & NSWPS Research on Gay Hate Murders		
178	2000	Strikeforce Taradale formed with DS Steve Page in charge - Ross Warren's mother's letter.		
179		Investigation into Bondi, Tamarama murders, deaths, missings. Page and Thompson work closely		
180	2000	NOGA established - Network of Govt Agencies to address discrimination & violence		
181		(evolution of Streetwatch Implementation Advisory Committee 1990-1994)		
182	2000	Completion of GLLO Training Courses 8, 9, 10 - 70% GLLOs trained		
183	13-Dec-00	Financial Implication of GL Policy & need for resourcing GL issues (pre AC Ike Ellis Retirement		
184		Discriminatory treatment in ST job (eg attendance community events, charging fee service etc)		
185	2001	Fed Dept Immigration Multicultural Affairs selects 6 people across Australia, to case study		
186		in "Australian Business & Corporate Partners with Federal Govt". Sue Thompson selected		
187		as success model for "effectively managing community diversity".		
188	2001	2001 Finger Word Search of COPS for GLLT Executive under AC Nixon - serious issues		
189	2001	A Day in Review (re impossible workload & GLL falling apart statewide incl ref Manly complaint)		
190	01-Mar-01	16. AIC & NSWPS Homicide Research Published in Journal: Current Issues in Criminal Justice	37	8
191		"Comparison Between Gay Hate Related Homicides of Men & Other Male Homicides in NSW"		

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192		Dr Jenny Mouzos & Sue Thompson [homicides over 10yr period 1989-1999]		
193	2001	17. Stephen Tomsen's "Hatred Murder & Male Honour: Anti Homosexual Homicides	74	19
194		in NSW (1980-2000)" [homicides over 20yr period 1980-1999]		
195	2001	Submission of GL Policy to Commissioners Exec Team (CET)		
196		included identifying eroded commitment & lack resources to gl liaison, discrim treatment		
197	2001	S Page requests Mgt Cttee NSW Crime Comm grant ref for NSWCC investigate gay hate crimes		
198	2001	12th GLLO Training Course at Academy incl personnel from Army, Navy, Qantas, QPOL		
199	Nov-01	QPOL fly Sue Thompson on speaker's circuit throughout QLD to promote police g/l liaison		
200	Nov-01	GLLO Ethics & Workplace Modules written by GLLT Exec - identifies risk factors, obstacles		
201	2001	Approval finally given for GLLO Badge design & making after 6 yrs of lengthy negotiation		
202	2001	Write changes to GLL Policy Statement, formalise request for equal grading & resourcing		
203	Mar-01	Assistant Commissioner Garry Dobson becomes GL Corp Sponsor		
204	2001	Liaise with Ombudsman re how to classify & monitor police complaints based on homophobia		
205	2001	TV Interview on Gay Hate Homicides with Page & Thompson - body over cliff reenactment.		
206	01-Jan-02	Gay & Lesbian Liaison Team Workplan Proj 1-54. Gives gay hate murder stats 1990-2000	46	
207	29-Jan-02	Request to Garry Dobson, Corp Spokesperson no.3 in 18mths re workplace probs & lack support		
208	2000-2002	Police Gay Lesb Liaison Workplan 2000-2002 (54 Major Projects)		
209		(1 staff v other liaison areas now with several full time staff - the impossible workload)		
210	2002	Stephen Tomsen published "Victims Perpetrators and Fatal Scenarios:		
211		Research on Anti Homosexual Homicides"		
212	2002	Police Gay & Lesbian Policy Statement & Action Plan finally to the printers		
213	03-Mar-02	Sue Thompson last day of work (spinal cord injury). 458 media interviews in 12yrs.		
214		118 GLLOs in NSW (50% female; 35% rural; 56% completed GLLO Academy Course)		
215		Thompson doc "NSW Police G&L Liaison History & Timeline of Events & Achievements 1990-2002"		
216	30-Jan-03	Thompson medically retired		
217	04-Mar-03	18. Strikeforce Taradale BoE to Coroner (2658 pages, 2000-2002) (Steve Page was then retired)		
218	Jun-04	Operation Florida Police Integrity Commission Report to Parliament (incl Northern Beaches)		
219	2004	David Toolan - Police Snr Programs Officer Gay Lesbian & Transgender (2004-2007d.)		
220	09-Mar-05	19. Dep Coroner J Milledge's findings into Russell, Warren, Mattaini - "grossly inadeq & shameful"		
221	2007	Police dismiss Johnson family request for new inquest - internal review Report		
222	03-Jun-07	SMH "Maths Genius Thrown Off Cliff Top by Gay Hate Gang" (contact info for Inv Journo Dan Glick)		
223	2007	Thompson started trying to relocate murder lists, only Powerpoint slides (1990-2000)	42	7
224	Apr-08	Jackie Braw to NSW Police as Policy Officer Sexuality & Gender Diversity Portfolio (Star Ob)		
225	May-10	Gail Mason "Hate Crime Laws in Australia Are They Achieving Their Goals" Syd Uni Law School		
226	02-Feb-11	Sue Thompson 1st Report on Scott Johnson case (9 pages) - to NSW Police Unsolved Homicide		
227	27-Jun-12	20. Coroner Carmel Forbes 2nd Inquest re Scott Johnson - (extensive evidence Johnson family)		
228		overturns 1989 suicide finding, open finding, refers death to Unsolved Homicide for review		
229		Unsolved Homicide tell Johnson that case now at bottom of pile of 750 cases, will take years		
230		(not an unsolved needing reinvestigation BUT never yet investigated as a murder = priority?)		
231	11-Feb-13	21. ABC Australian Story "On The Precipice" Scott Johnson case. The momentum begins		
232	12-Feb-13	Steve Johnson meets Police Minister Gallacher (2011-14). Minister requests Police action -		
233		Strikeforce MacNamir formed by NSW Police with DCI Pam Young in charge		
234	2013	NSW Police Request NSW Crime Commission examine the work of MacNamir - why?		
235	15-Jul-13	Recompiled list of gay hate murders by Thompson & Tomsen.		
236	18-Jul-13	Tomsen locates his case summary sheets for his 1990s murder research for more details		
237	27-Jul-13	22. Rick Feneley's groundbreaking SMH Good Weekend feature	80	30
238		"Killing Fields Up to 80 Men Murdered, 30 Cases Unsolved" [Homicides over 20yr period]		
239	04-Sep-13	Mick Willing, Head Homicide mtg with Sue Thompson & Peter Rolfe. Discussion re Police Report		

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240		Report finalised (435pp); differing views on provable evidence v "balance of probabilities"		
241	16-Oct-13	DCI J. Lehmann mtg Thompson; Police UHT Report: Police accept 8 of 30 unsolved as bias motivation		8
242	27-Mar-14	Police advise Johnsons they have exhausted enquiries & nothing further		
243	13-Aug-14	BRIEF: Gay Hate Murders fr late 70s to late 90s. Conservative Review of list - ACON, ST, ST	81	28
244		Reduce to 21 unsolved; maybe 24 with some 1970s cases (with Spanswick, Rath & Williams)	71	21
245	21-Aug-14	Rolfe & Sue finalise number for SMH Rick Feneley; Thompson 2nd Report to Coroner (32 p)		
246		21 unsolved 1980-99, if include Manly area late 70s then 24 from 1977-99		24
247	2015	Further review of the murder cases with ACON, Tomsen, Thompson		
248	13-Apr-15	23. Coroner Barnes Orders 3rd Inquest into Scott Johnson 1988 Death (see Johnson Team Reports)		
249	13-Apr-15	ABC Lateline Emma Alberici on Scott's case - interview with DCI Pam Young		
250	14-Apr-15	ABC Lateline Alberici on Scott's case - interview with ex Minister Mike Gallacher (prev GLO)		
251	21-Apr-15	Coroner Barnes Requests DCI Pam Young removal from Scott Johnson investigation.		
252	18-Jun-15	ABC Documentary "Between a Frock and a Hard Place" - story behind Priscilla & historical effect		
253		Thompson's interview re hate murders & violence (filmed Bondi Cliffs)		
254	Sep-15	Operation Parrabell commences Surry Hills LAC (Crandell). Sun Herald media launch/editorial May 2016		
255	25-Feb-16	NSW Parliament bi-partisan apology to the 78ers; SMH apology; 1 week later Supt Crandell, NSWSP		
256	03-Oct-16	24. SBS Rick Feneley Online "The Gay Hate Decades: 30 Unsolved Deaths" (30 pages)		30
257		Interactive online feature timed for SBS Network Event of TV series and Doco		
258	05-Oct-16	"Deep Water" TV series on SBS - 4 episodes inspired by Sydney's gay hate crimes of 80s and 90s		
259	16-Oct-16	25. SBS "Deep Water: the Real Story" on SBS (Blackfella Films). A Crime Documentary		
260	13-Dec-16	26. Coroner Barnes' 3rd Inquest into Scott Johnson - 1st Hearings, Crown Sols Office reps Coroner		
261	22-Jan-17	Thompson's Report to Op Parrabell (DCI Middleton) incl critique bias methodology-12pp,	71	21
262		provenance of Gay Hate Murder Lists & the recompiling (71 with another 10 needing research)		
263	30-Jan-17	Duncan McNab book "Getting Away With Murder" - gay hate 70s to 90s. Ned Kelly Award.		
264	Jun-17	2nd round of hearings in Coroner's Court for 3rd Scott Johnson Inquest - Coroner Barnes		
265		Persons of Interest also called to give evidence. In depth questioning re bashings, violence etc		
266		incl group of 3 arrested 1987 for multiple assaults in Nth Beaches beats areas. Were on bail		
267		in Dec 88, 'informant' issues, court appearances ongoing 1987 - 1989. Questions incl		
268		connections to Manly detective Peattie (see also Op Florida Report).		
269		(Thompson in Hospital unable to give in person evidence, 4th Report to Coroner -26 pages)		
270		Prof Stephen Tomsen evidence re gay hate murders		
271	30-Nov-17	27. Coroner Barnes' findings into Scott Johnson 3rd Coronial Inquest - "gay hate attack"		
272		Coroner's Findings effectively overrule Police 2 yr investigation & suicide theory.		
273		Implicit is NSW Police not properly understanding historical gay hate murders or how to identify;		
274		and now applying evidence test incorrectly for identifying v balance of probabilities test		
275	28-May-18	28. ACON Launch their Report "In Pursuit of Truth & Justice Report"	88	30
276		"Documenting Gay and Transgender Prejudice Killings in NSW in the Late Twentieth Century"		
277		Half of the 88 were between 1987 and 1993 when AIDS at its peak'		
278		Conducted own review between 2016-2017, indep of Police or Coronial'		
279		Makes recommendations incl call for Independent Inquiry		
280	27-Jun-18	29. Police launch Parrabell Report & Flinders Uni Review as if progress - reclassifies & recounts murders		
281		From 80 murders now down to 27; from min. 21 unsolved down to 3 [Homicides over 25 yr period]		
282		Ignores impact of Coroner's findings on appropriate test to ID gay hate murders/gay related		
283		Parrabell findings = evidence bias/suspected bias (3 unsolv v Uns Hom's 8 unsolv in 2013)	27	3
284		Flinders findings = gay related	29	2
285	10-Aug-18	30. Police Commissioner Fuller apology to 78ers for 1978 "Mardi Gras" (prev Supt 2016)		
286	03-Sep-18	Thompson's Media Articles on violence, murders, policing issues 1990-2002 all digitised PDF		
287		1700 articles, 2,300 pages all with OCR & searchable		

Sue Thompson Timeline Hate Crimes 1978-2018

	A	B	C	D
5	Date	Timeline	Murders	Unsolved
288		Word Search Results of PDF Files		
289		<i>Police = 9069 references</i>		
290		<i>Violence = 2953</i>		
291		<i>Bash = 1283</i>		
292		<i>Attack = 1244</i>		
293		<i>Murder = 1111</i>		
294		<i>Minister = 673</i>		
295		<i>complain = 592</i>		
296		<i>Thompson = 576</i>		
297		<i>Commissioner = 489</i>		
298		<i>AVP = 342</i>		
299		<i>Panic = 179</i>		
300		<i>Richard Johnson = 66</i>		
301	19-Sep-18	NSW Legislative Council Multi Party Parliamentary Inquiry Announced - Historic Hate Crimes		
302		Liberal Party Chair the Hon Shayne Mallard MLC, Labour Member the Hon Penny Sharpe MLC		
303		To be conducted by Standing Committee on Social Issues (Chair Mallard)		

NSW POLICE GAY & LESBIAN LIAISON

History and Achievements in Improving Police Gay/Lesbian Relations and Reducing Violence Against Gay Men and Lesbians 1990-2002

Sue Thompson 1990 - 2002 (written contemporaneously)

CONTENTS

PAGES

Background and Beginning

Measures of Recognition

3-4

Presentations,
Keynote Addresses &
Research Papers

4-5

Register of Consultancy to
External Agencies

6-11

9 Milestone Achievements

12-13

Timeline Annual Achievements

14-30

1990

14

1991

15

1992

16

1993

17

1994

18

1995

19-20

1996

21

1997

22

1998

23-24

1999

25

2000

26-27

2001

28-30

2002

30

Major Publications

31

Background - Sue Thompson's reasons for doing the job and its beginning

"On 30 January 1990 I became the Police Gay Client Group Consultant in Police Headquarters. I was inspired to take on such a difficult job when I saw it advertised in October 1989 because it was a week after close friend, Dr Michael Chye, was murdered. Dealing with detectives on the murder of a close gay friend made it obvious that there were major problems with homophobia in the Police Service.

I had worked in the public service for 10 years prior; in the Ombudsman's Office - Investigation Officer, Youth and Community Services - policy officer then Manager of the Community Welfare Act Implementation Unit, Attorney Generals Department - coordinating the Juvenile Offender Mediation and Reparation Scheme (which I proposed when in YACS), in the Victims of Crime Compensation Tribunal (I had sat on the Cabinet Sub Committee which established the Tribunal).

I took on the inevitably challenging job because Michael's tragic murder made me realise that "life is short, you can be dead tomorrow, I want to do something that makes a difference".

Fred Miller, ex-MP for Bligh, had held the informal Gay Liaison position (set up by Police Minister Peter Anderson) from 1985. After Fred medically retired June 1989, there was no replacement until the gay community asked Police Minister Ted Pickering to intervene and establish a formal permanent job doing formal organisational change.

After winning the job and being offered it, my first question before accepting, was how long would Commissioner John Avery be there. I had met him a couple of times in previous jobs and admired him and what he was doing with the NSW Police Service.

On day one in College Street I was taken by our boss Superintendent John Ure to meet Commissioner Avery and Minister Ted Pickering. Both were very supportive and offered me an open door policy. They said they knew my job would be very difficult and at times I would need direct access without the chain of command or seeking permission and that their doors were always open for me.

I was then taken to the Police Media Unit, media stills were taken and a press release prepared about

my appointment. Until then I had no idea the media would take such an interest. Within a couple of weeks I did a long on air interview with Andrew Olle, the Today Show, Brian Bury and several others. There were some client groups the organisation was comfortable talking about and some not. Gay issues were the latter. I immediately became the authorised police media spokesperson on gay issues whereas most program areas did not do their own media. In the first year there were 69 formal interviews and by the end of the 12 years there were 458 that I documented.

In my first week the horrific murder of Richard Johnson by students from Cleveland St High School came across my desk. Det Sgt Steve McCann sought my help with the media and ensuring the police charges for such a serious crime stood and were not plea bargained. Before my job I did not realise the extent of the violence epidemic against gay men and lesbians nor that it was the way in which most gays and lesbians came into contact with police and received either good or discriminatory customer service, often the latter. Four months later Wayne Tonks, a gay teacher at the school, would also be murdered. The violence and bashings were endless with an average of four gay-hate murders each year.

Exec Ch Supt Alf Peate was Sydney Police District Commander and Ch Insp Kerry Beggs Commander Surry Hills Police Station. Both were great. Alf Peate is one of the great unsung heroes of our successes. We organised a meeting of community leaders with Alf Peate and his equivalent at Inner West District, Darcey Cluff, to start direct dialogue between gays and lesbians and senior police. Police needed to hear firsthand of the violence and police problems. They both brought a couple of key Patrol Commanders who nominated some good police in their areas to be contacts on gay and lesbian issues.

And so began the first Police Gay and Lesbian Liaison Officers (GLLOs) in Sydney's inner city, similarly Jo Watts & Paul Baker in Newcastle. None were full time liaison officers as with other client groups but general duties police who took on this additional duty. They were brave, professional cops who cared about people and fairness. And so the long and winding road began....." *(Sue Thompson)*

Measures of Recognition

Recognition of Sue Thompson's NSW police gay/lesbian liaison model designed, developed & co-ordinated from 1990 – 2002, as world best practice in police gay/lesbian liaison, reducing violence against gays and lesbians & improving police gay/lesbian community relations:

- High profile, internationally renowned expert in this specialist field for 12 years with reputation as a world leader in this area. Conducted over 450 documented TV, Radio, Newspaper & Magazine interviews in Australia & overseas during this time. This includes major feature coverage on Japanese TV NHK (1991), Irish Times (1992), London Times (1992), French News Magazine 'L'Evenement' (1999), Italian newspaper, Irish Police Magazine (2000), French and German TV Arte' (2000), Swedish National Television Broadcaster (1999), SBS Documentary, Channel 7 Witness program (1996), Sydney Morning Herald's Good Weekend (1990), Rolling Stone (1992) Norwegian Newspaper (1998).
- Various Awards have been given to Sue Thompson in recognition of her ground breaking work in the New South Wales Police Service including the:
 - **Australian Violence Prevention Joint First Prize Award 1994** and \$15,000 prize money from Australian Heads of Government presented in 1995 for 'Reducing Violence, Crime and Fear in the Gay & Lesbian Community'. (February 1995)
 - **Premier's Certificate of Achievement for the Lesbian & Gay Policy Statement** (1997)
 - **Mardi Gras Community Award** - Outstanding Commitment to Gay & Lesbian Community (1999)
 - **NSW Police Medal for 10 Years Diligent & Ethical Service** (awarded in 2005, after Medical Retirement)
- National and international agencies regularly requested the expertise, client consultancy and best practice advice of the New South Wales Police Client Consultant (see Register of Consultancy at pages 6 - 11).
- Police Services from Western Australia (1997), Queensland (1998, 2001), South Australia (1998), Victoria (1997 & 2000), Tasmania (1999), the Australian Federal Police (1998, 2000 and 2001), the United Kingdom (1999) and Sweden (2001) have sought assistance and sent personnel to New South Wales to be trained in gay/lesbian liaison by Ms Thompson.
- Human Rights agencies / public policy professionals from Sweden, the Philippines, United Kingdom, Ireland, USA and many others have sought assistance and advice on models of best practice in gay/lesbian liaison, violence reduction & building community harmony.
- Researchers, academics and/or journalists from many national and international locations studied & showcased the NSW program & its strategies to reduce hate crimes and provide better quality service delivery to gay and lesbian members of the community. The model was also copied in a wider context for other disadvantaged groups in the community.
- Developed designed and presented highly regarded Training Programs, Workshops and Courses for a wide range of contexts & organisations in both a public sector role such as the specialist Police Gay/Lesbian Liaison Officer Courses for Police and Govt personnel across Australia, Inaugural training for the Australian Federal Police Gay/Lesbian Contact Officer Scheme (\$4 000 service fee) etc; and as approved secondary employment for private clients such as Car Makers, Banks & Finance Companies, Drug Manufacturers

- From 1995 – 2002 over \$46,000 revenue was generated by the Police Gay / Lesbian Client Consultant in Fee For Service for the NSW Police Service.
- Various Conference presentations, keynote addresses and formal research papers, including the listed major presentations and research documents at page 4 - 5.
- Selected by Federal Dept Immigration & Multicultural Affairs in 2002 to be one of 6 Case Study modules for Australian Businesses and Corporate Partners with the Federal Government to study & learn about working to effectively manage community diversity.
- Principal Trainer with 'Significant Others Marketing' from 1997 – 2002 as approved secondary employment outside of NSW Police. Earning \$2,500 per day as top –end trainer of corporates eg Car Manufacturer Sales Staff, Drug Companies, Banks – still being approached in 2005 (Barclays Bank) & invited to do live link to training sessions or a training CD but unable due to injuries.

Presentations, Keynote Addresses & Research Papers by Sue Thompson

Year	Conference / Publication	Place	Details
1991	AIC National Conference on Crime Prevention	Adelaide	Workshop & paper on Police Gay/Lesbian Liaison
1991	Australian Police Commissioner's Conference	Sth Pacific	Paper on 'Prejudice – A Barrier to professionalism'.
1993	AIC 2 nd National Conference on Crime Prevention	Canberra	Workshop and paper on 'Homophobic Violence – A New South Wales Police Response.'
1993	Alternative Dispute Resolution Association 1 st National Conference	Canberra	Workshop on Community Group Relations.
1995	'Out of the Blue – A Police Survey of Violence And Harassment Against Gay Men and Lesbians'. [ISBN 0 7310 4913 6]	Sydney	Wrote 60 pg book, launched by Police Minister at Parliament House First Australian study on issue. World wide coverage for years.
1995	AIC National Conference on Violence Against Lesbians & Gay Men.	Sydney	Conference Organising Cttee, Speaker and workshop facilitator.
1995	National Police Gay/Lesbian Liaison Seminar	Sydney Police HQ	Co-ordinator & all day presenter to interstate police
1996	Homophobic Violence [ISBN 1 87606 704 7]	Sydney	Book chapter written on Police Service Response to Hate Crimes

1997	United Kingdom National Conference on Policing the Lesbian & Gay Community	Brighton UK	International keynote speaker with Jack Straw, Secretary, Home Office.
1997	'Targetting Hate Crimes Against Gays & Lesbians and Improving Police Gay/Lesbian Relations 1985 – 1997	Sydney	Major research Report completed with national & international distribution (20 pages)
1997	Sydney Gay & Lesbian Business Association Dinner	Sydney	Joint keynote presentation by Police Commissioner and Client Consultant
1998	Europride Conference Program	Sweden	International keynote speaker
1998	'From Here to Diversity' Conference	Sydney University	Writer & presenter of Geoffrey Robinson style 'Hypothetical' for full conference session
1998	State-wide Gay & Lesbian Liaison Officers Survey	NSW	Completed & published
1999	International Women's Day Conference	Sydney	Key note speaker
1999	Judicial & Law Enforcement Response to Hate Crimes	Sweden	International keynote speaker funded by Swedish Government
1999	National Hate Crimes Conference – paper 'Gay Hate Related Homicides Compared to Other Male Homicides 1989 – 1999	Sydney University	Presentation of research paper
2000	AIC Trends & Issues Bulletin on Gay Hate Related Homicides [ISBN 0817-8542; ISBN 0 642 24166X]	Canberra	Joint publication AIC & NSW Police Service
2000	Current Issues in Criminal Justice [ISBN 1034-5329]	Univ Syd	"Comparison between gay hate related homicides & other male homicides NSW 1989-99" full research published (p306-329)
2001	QPOL Regional Education Program [Townsville, Cairns and Gold Coast]	QLD	Hate Crimes, Police G/L Liaison

Consulting by Sue Thompson to National and International Agencies

	Organisation (TOTAL 55)	Information
2001	Department Immigration & Multicultural Affairs	Groundbreaking work with Dept Immigration & Multicultural Affairs. Selection of the Gay & Lesbian Client Consultant to be one of 6 Case Study modules for 'Australian Businesses and Corporate Partners with Federal Government' to study & nationally promote Sue Thompson's work in effectively managing community diversity.
2001	Hilton Cordell	Intensive work with Hilton Cordell on a proposed 4 Part ABC TV Series on Gay / Lesbian Liaison Officers
2001	NSW Ombudsman	Liaison with NSW Ombudsman to establish procedure for identifying and monitoring complaints in his system and the Police complaints system based on homophobic Police conduct & behaviour or homophobic customer service (Victimisation, Harassment, Discrimination, Vilification).
2001	QPOL	QPOL invited and funded the NSW G/L Client Consultant to attend three high profile regional forums as the Key Note Speaker on Police Gay/Lesbian Liaison [Townsville, Cairns and Gold Coast]
2001	Australian Tourist Commission	Prepare written materials for Australian Tourist Commission on Police Gay/Lesbian Liaison for inclusion in Media promo & marketing packages.
2001	Australian Defence Forces	Intensive consultancy to Australian Defence Forces to assist them in establishing a Defence Forces Gay & Lesbian Liaison Officer position.

October 2000	Arizona Police Department required information & advice on lesbian recruiting strategies	Report provided on success indicators for lesbian recruiting strategy in 1997 (Inspector Choat & Sue Thompson) – Package including – Advertisements (x 2), GLLO Posters, Violence Prevention Campaigns, Mardi Gras Advertisements, 1985-1997 booklet & galpen
October 2000	Northern Territory Police Force sought advice and information on establishing Police Gay/Lesbian Liaison	Information package sent & discussion & advice provided
October 2000	Bolton Lesbian & Gay Policing Initiative sought program proposal & agenda for a study tour grant on Homophobic Hate Crimes	Study tour agenda & costing developed for 40 hour research program on hate crime.
October 2000	New Zealand Consultant to NZ Police Force sought advice on training senior & middle level police for pilot gay 7 lesbian liaison program	Eugene Moore invited to attend Gay & Lesbian Liaison Team Executive Meeting in November. Offered 3.5 hour meeting or user pays for lengthier consultation & advice.
July 2000	Australian Defence Forces Correctional Establishment requested training proposal, options and costings to support ADF in establishing gay & lesbian liaison	Training proposal, options and costings prepared and package forwarded.
June 2000	Victorian Police requested assistance in developing hate crime data collection	Advice provided - package forwarded containing COPS screen, training packages, rationale etc.
June 2000	Avon & Sommerset Constabulary Headquarters requested information package and details on training curriculum & strategies	Information package forwarded – training details yet to be provided.
February – March 2000	Channel Arté (France) requested story lines for 30 minutes documentary to air in France & Germany during the Olympic period on NSW Police Gay/Lesbian Liaison - GLLOs' Client Consultant, Mardi Gras, Hate Crimes, school homophobia lecture	Researched storylines and talent for filming & interviewing over a two-week period - prepared filming schedule and interviews.
June 2000	Australian Institute of Criminology requested assistance in jointly preparing AIC Trends and Issues Bulletin summarising our joint research paper on Gay-Hate Homicides 1989 – 1999	Bulletin jointly written and submitted for editing & review. Published June 2000 – released by Federal Minister for Justice, Amanda Vanstone.

March & November 2000	Victorian Police Service request training for the newly appointed full-time Police Gay/Lesbian Liaison Officer	Senior Constable Melinda Edwards attended and participated in GLLO Course 10 & has maintained weekly contact.
January – June 2000	Current Issues in Criminal Justice Journal requested full academic version of Gay Hate Homicide Paper	Full research paper written and presented for Academic Review. Published March 2001.
March & November 2000	South Sydney Council request training for the newly appointed full-time Gay/Lesbian Liaison Officer	Berenice Carrington attended and participated in GLLO Course 10. Ongoing advice provided to SSC on effective gay/lesbian liaison strategies.
March & November 2000	Attorney-General's Department request training for their newly appointed full-time Gay/Lesbian Policy Officer	Jacqueline Braw attended & participated in GLLO Course 10.
September – December 2000	Australian Institute of Criminology request joint research into gay-hate homicides compared to other male homicides 1989 – 1999	Research conducted, joint conference paper written and presented at Hate Crime Conference – December 2000, Sydney University.
September – November 1999	Australian Federal Police requested a training program for their new Gay & Lesbian Contact Officer Scheme and assistance to establish scheme, duties and competencies	Training course designed and National Competencies drafted by Client Consultant, GLLOs, Academy & Australian Federal Police. Course conducted in December 1999 for \$4000 – 18 officers.
July 1999	Irish Police Force (Garda) requested information & interview for feature in their Police Magazine	Information provided. In depth interview arising out of previous interview with the Irish Times in 1993.
July 1999	Fox Studios (Australia) Security Department sought training proposal and costing for staff program on non-homophobic service delivery.	Training proposal developed, costed and submitted to Fox Studios.
April 1999	Swedish Institute of Public Health invited & funded Sue Thompson to be keynote speaker at police & judiciary conference – 'Judicial & Law Enforcement Response to Gay & Lesbian Hate Crimes'.	Attend conference in Stockholm, Sweden, prepare information packages, write and present Conference Paper with supporting presentation material.
May 1999	Bedfordshire Police (UK) requested study tour and training for 2 police, arising out of Client Consultant keynote address in UK in 1997.	Constables Alistair Seddon & Peter Buckle attended Academy GLLO Course 9 + one week study & research tour with Client Consultant and GLLOs.
June 1999	Channel 4 (UK) requested assistance in outlining a four part documentary series on NSW Police Gay/Lesbian Liaison	Draft story lines prepared and forwarded

January – December 1999	Department of Corrective Services (NSW) requested expertise in utilising gay/lesbian liaison anti-violence strategies for general anti-violence strategies in prisons	Member on Department of Corrective Services Anti-Violence Committee
December 1998	Australian Centre for Lesbian and Gay Research requested Sue Thompson to design & facilitate a 'hypothetical' on the issues for young gays and lesbians and school/police/agency responses	Hypothetical designed & workshopped, speakers identified. Session facilitated at annual conference
October 1998	Tasmanian Police Force requested training and information for three officers.	Officers attended GLLO Course 8 - packages provided
August 1998	Europride invited & funded Sue Thompson as keynote speaker to Europride Conference - Stockholm, Sweden.	Paper written, supporting packages prepared – paper & workshop presented.
June 1998	South Australian Police requested 2 week study tour for new full time GLLO position.	Study tour designed, planned & facilitated. Extensive information provided to Sergeant Gary Spence.
May 1998	French Magazine L'Evenement requested 1 weeks assistance for full feature article on NSW Police Gay/Lesbian Liaison.	Interviewing & photo shoots of GLLOs on patrol, Client Consultant school lectures, gay police & policy co-ordination.
December 1997	UK National Advisory Group Policing Lesbian & Gay Communities (NAG) invited and fund Sue Thompson as keynote speaker to Annual National Conference in Brighton. Conference attended by Home Office Minister, UK & international police, councils, trainers and agencies.	Booklet written and published 'Improving Police Gay/Lesbian Relations & Targeting Hate Crimes 1985 – 1997'. Information packages sent for 300 participants. Conference presentation with presentation material nicknamed - 'Oprah Downunder'.
September 1997	Sydney Harbour Casino HR Directorate sought consultancy design of a course for security personnel.	Course designed & facilitated for Casino security officers, homophobia awareness training - \$1000 fee for service.
September 1997	Australian Federal Police – City Police Station requested training for 2 police.	Constables Wayne Severs & Sue King attended Police Academy & participated in GLLO Course 7.
September 1997	Queensland Police requested training for 2 detectives.	Officers attended Police Academy and participated in GLLO Course 7.
September 1997	Victorian Police requested training for newly appointed GLLO at Prahran Station.	Sergeant Wayne Treloar & Mark Donchi Officers attended Police Academy and participated in GLLO Course 7.

May – July 1997	Victorian Equal Opportunity Tribunal requested assistance with materials & advice to encourage VICPOL to adopt more effectively gay/lesbian liaison.	Advice provided & supporting packages forwarded.
August 1997	Western Australian Police requested assistance in establishing gay/lesbian liaison officer and in providing training for that officer.	Sergeant Lea Hughes provided with information and attended the Police Academy to participate on Course 6.
June – August 1997	Many police agencies in Australia and overseas requested information & advice on gay/lesbian recruitment advertisements & strategies.	Information & advice provided and supporting packages forwarded.
April 1997	Philippines Human Rights Commission requested report responding to questions about police attitudes to gay/lesbian issues, strategies for organisational change and full information package.	Documentation & report prepared – full supporting package forwarded.
May 1997	Royal New Zealand Police College visited for study tour on police gay/lesbian liaison and galpen.	Assistance, advice and information provided.
February – May 1997	Book editors for 'Homophobic Violence' request chapter on police response to hate crimes.	Chapter written by Sue Thompson and published in book.
November 1996 – June 1997	Western Australia Police Minister's Office requested advice and information to assist in persuading Police Service of need for gay/lesbian liaison	Advice provided and supporting information packages forwarded.
June 1996 – June 1997	Jon Cleary (Australian Author), awarded inaugural Ned Kelly Award 1995 for lifetime contribution to Australian crime fiction, Sought assistance with his latest Detective Scobie Malone novel.	Provided background & script assistance to Cleary when writing his novel <i>A Different Turf</i> exploring gay bashings, police attitudes, social prejudices, police gay liaison.
October 1995	National Seminar on Police Gay/Lesbian Liaison hosted by the NSW Police Service at Police Headquarters to assist and encourage police from other States to take up gay/lesbian liaison – attended by VICPOL, QPOL & SAPOL.	Presentation, information packages supplied and seminars conducted.
October 1995	Australian Institute of Criminology requested assistance on Steering Committee for First National Conference on Gay/Lesbian Hate Crimes	Steering Committee Member – presentation and paper delivered at Conference (Sydney University) by Sue Thompson

January 1995	New Zealand Police – Wellington District – sought assistance in establishing gay/lesbian liaison through Community Relations Co-Ordinator	Advice provided and supporting information packages and material forwarded
December 1994	Australian Violence Prevention Committee (auspiced by AIC representing Australian Heads of Government) sought submission on gay/lesbian violence prevention strategies	In depth submission to Committee resulted in Awarding of 1994 Violence Prevention Award in 1995 – prize money of \$15 000
November 1993	Liquor Administration Board sought police submission re: Mardi Gras Dance Parties at Sydney Showground or Darling Harbour	Extensively researched and detailed submission prepared and lodged with the Liquor Administration Board
June 1993	Australian Institute of Criminology sought a paper and workshop for AIC 2 nd National Conference on Violence	Paper written, presented and workshop facilitated
March 1992	New Zealand Police Commissioner sought advice on employment of gay, lesbian and transgender police	Submission and report prepared
February – July 1992	Television serials ‘GP’ (Ch2) and ‘A Country Practice’ (Ch7) sought assistance in scripts for episodes on gay bashing	Storylines were workshopped with director, scriptwriters & Client Consultant. Scripts reviewed by Consultant. Episodes aired.
January – June 1991	Department of School Education sought assistance in writing up the Homophobic Crime Prevention Workshop from Cleveland Street High as a curriculum resource for local schools. (3 day workshop run by Client Consultant in June ‘90 following 2 gay-hate murders)	Assisted Department by establishing a committee of trainers and curriculum staff. Workshop written into curriculum format of 6 x 1 hr sessions
January 1990 – December 1991	Police Services, community groups ministerial staff, academics, (WA VIC QLD SA TAS AFP NZ New Scotland Yard sought information & assistance on Police Gay/Lesbian Liaison. Models then established within Scotland Yard, WAPOL & VICPOL .	Extensive advice provided and information packages forwarded to respective Police Services, agencies and organisations

9 MILESTONE ACHIEVEMENTS

Sue Thompson's Milestone Achievements in Police Gay/Lesbian Liaison 1990 – 2002

[Please Note: good ideas only ever become great ideas and successes with the help of others]

1. CREATING GLLO (POLICE GAY/LESBIAN LIAISON OFFICER) CONCEPT ACROSS NSW (general duties police with an added specialist role) & CLIENT CONSULTANT CONCEPT, GIVING THEM BRANDING & MAKING THEM INTO MODELS OF WORLD BEST PRACTICE studied & copied in Australia & overseas in many organisations (assisted 55 other agencies over 12 yrs) & promoted widely by media, community & conferences.
2. WINNING GOVERNMENT SUPPORT FOR A WHOLE OF GOVT FORMAL APPROACH TO GAY/LESBIAN VIOLENCE ISSUES from initial Ministerial Streetwatch Committee 1990-1994 set up by Police Minister & then the next level with NOGA (Network of Government Agencies – on reducing violence & discrimination in government services) from 2000.
3. GROUNDBREAKING RESEARCH & PUBLICATIONS EXPOSING & EDUCATING ON LEVELS OF VIOLENT VICTIMISATION AGAINST Gs & Ls - Out Of The Blue Report; Survey on Satisfaction with Police Customer Service; 10 Years Of Gay Hate Murders; The Blueprint For Improving G/L Relations In Any Context or Organisation.
4. FORMALISING & LOCKING IN THE CHANGES FOR THE FUTURE via formal policies on all sensitive & innovative issues & organisational changes (violence strategies, g/l liaison policy, Mardi Gras liaison policy, beats, GALPEN, COPS data, formal police orders & instructions, systemic change, training).
5. WIDESPREAD COMMUNITY AWARENESS CAMPAIGNS TO REDUCE HATE CRIMES & MAKE POLICE VISIBLE AS THE NEW ROLE MODELS OF TOLERANCE & SENSE (Statewide Poster Campaigns from Commissioner; Advertisements in publications: MG Guide etc; GLLO Posters & Promo items – fridge magnets, badges, coasters, stickers, cards, brochures, exhibits & displays, schools anti homophobia programs).
6. GROUNDBREAKING HIGH IMPACT CAMPAIGNS TO CREATE IMPRESSION AND EXPECTATION THAT POLICE HAVE REALLY CHANGED SUCH AS 1997 RECRUITMENT CAMPAIGNS IN GAY & LESBIAN MEDIA (repeated in 2001-2) &

UNIFORMED POLICE MARCHING IN THE MARDI GRAS PARADE AS ANNUAL CROWD FAVOURITES FROM 1998 (police bus from 1996). HIGHER COMMUNITY EXPECTATIONS REINFORCE DEMAND AND PRESSURE FOR CHANGE.

7. EMOTIONALLY POWERFUL & HEARTFELT DISPLAYS OF GOODWILL TO PROVE CREDIBILITY TO THE LESBIAN & GAY COMMUNITIES & REACH OUT IN PARTNERSHIP eg Police stalls at Mardi Gras Fair Day; Ministerial Launches of Violence Reports at Parliament House where community invited in; gay & lesbian police 'stand & identify' & other memorable moments, Police Commissioner at SGLBA Dinner; GLLOs sponsor a PLWHA Luncheon Club; Client Consultant & GLLOs attendance at key lesbian & gay community events.
8. INTERNATIONALLY RESPECTED TRAINING COURSES & PRESENTATIONS ON GAY & LESBIAN LIAISON, ORGANISATIONAL CHANGE, BETTER CUSTOMER SERVICE, CREDIBLE MARKETING TO GAYS & LESBIANS – Police Academies, Schools (public & religious; students & teachers), International Conferences, Diversity Officers, Youth Workers, Corporates (Car Dealers, Banks, Casinos, Pharmaceutical Companies ie HIV drugs).
9. FORMAL RECOGNITION OF WORK –
1995 National Violence Prevention Award from Australian Heads of Govt;
1999 Award For Outstanding Commitment from SGLMG;
2000 NSW Premiers Award for G/L Policy Statement;
2001-2002 personally selected by Department of Immigration & Multicultural Affairs as one of the 6 high profile Case Study Success Modules for the Federal Government, Australian Businesses and Corporate Partners Study in working to effectively manage community diversity;
2005 Police Award for Diligent & Ethical Service;
Constant requests for consultancy, advice, expertise & media interviews from across the world from 1990 – 2002 then media requests again from 2012.

1990

1. Sue Thompson appointed first permanent Police Gay/Lesbian Client Consultant, commenced 30 Jan 1990. Previously Fred Miller, ex MP Bligh, 1985-89 in Gay Liaison, Community Relations Branch temporary position. After Thompson's first community consultation, Police Gay/Lesbian Liaison Officers were established at 4 key local Police Stations/Patrols - with expansion to 7 in the first year.
2. Marketing and education strategy to improve police gay/lesbian relations and target anti-gay/lesbian violence which included
 - advertising campaign identifying Gay & Lesbian Liaison Officers
 - poster designed by Mardi Gras to encourage reporting to Police (gay & lesbian newspapers & magazines 'stop the bashings'). First international poster with gay community & police logos.
 - media Liaison program to educate media on anti-gay/lesbian violence and fair reporting on gay/lesbian issues
3. Consistent, visible and public police commitment on anti-gay/lesbian violence including the involvement of the Police Minister & Commissioner. Police Minister's launch of a community organisation's report "The Streetwatch Report – A Study of Violence Against Gay Men & Lesbians" created major media interest and validation of issue of anti-gay/lesbian violence.
4. Streetwatch Implementation Advisory Committee set up by the Police Minister Ted Pickering (April) under ADB Chair Steve Mark (recommended by Thompson for impartiality & effectiveness). Australia's first whole of Government and Community Committee to reduce anti-gay/lesbian violence.
5. Successful general media campaign on anti-gay/lesbian violence and police response:
 - major television, newspaper and radio coverage. Ongoing feature articles in magazines (Penthouse, GH, Rolling Stone, Good Weekend, and Spectrum) gay/lesbian press and media.
 - assistance to film and video producers for several anti-gay violence film/documentaries ('Boys on the Beat' 'Truth or Dare' 'Night Out')
6. Proposition for Mobile Police Station at Taylor Square to prevent crime, increase reporting, arrest and increase feelings of safety. Established and launched in November by AC B Gibson to encourage trust building after brutal police actions at Fred Nile Rally in October (idea suggested by Trevor Braybrook).
7. Estimated 34% increase in reports of gay bashing in Sydney District in 1990 as a result of publicity campaign and new confidence in police. Quote from Don Wetherburn ('you've caused a crime wave')
8. Oxford Street Violence Committee established where police, gay business/venues and gay/lesbian community representatives work together on street violence strategies including: Co-operation with volunteer street patrol groups who have been guided into working with police, 'Safe Place' sticker campaign, increased reporting, trialling of community based policing methods, statistical reports by police to local community
9. Cleveland St High School Anti Homophobia Workshop Initiated, designed and ran (with Shane Brown, Sth Sydney Youth Services) a major intervention at Cleveland St High School following two murders of gay men connected to the school – 10 police, 6 youth workers, 15 community members for a full week Crime Prevention Workshop on anti-gay/lesbian violence. Richard Johnson murdered 15/1/90 by students; Clevo Teacher Wayne Tonks 19/5/90.
10. Media strategy co-ordinated for Homicide Police (Det Sgt Steve McCann) re: unsolved gay murders.

1991

1. NSW Police Service put Police Gay/ Lesbian relations on the agenda for the Police Commissioner's Conference of Australasia and the South Pacific. Commissioner's Paper "Prejudice, A Barrier to Professionalism" (April), written by Thompson for Commissioner Avery.
2. Detailed police response to Streetwatch Committee outlining police strategies on anti-gay/lesbian violence.
3. Statewide Community Education Poster Campaign on extended use of Apprehended Violence Orders targeting usage by gays and lesbian. 'Threats of Violence – Don't Put Up With It'. (May)
4. Established Newtown and Redfern Police Gay/Lesbian Community Violence Committees (August – December)
5. \$5 000 donation by Police Regions to youth video project to deter gay bashing. Video "Truth or Dare" launched by Justice Elizabeth Evatt (10 April).
6. Australian Institute of Criminology National Conference on Crime Prevention, Adelaide (June) – Sue Thompson workshop and paper on Police Gay Lesbian Liaison.
7. Conducted a large-scale survey of violence and harassment against lesbians at the National Lesbian Conference (July)
8. Developed a close working relationship with Department of School Education to facilitate their action on anti-gay/lesbian violence –
 - (a) Crime Prevention workshop designed as crisis intervention after gay hate homicide
 - (b) Train the Trainer program designed for a High School
 - (c) Homophobia package developed for use in all schools. Six lesson plan with overheads, audio tape etc endorsed by Department and Minister
 - (d) Catholic Education Office liaison led to inclusion of homophobia in HIV/AIDS Curriculum
9. Liaison with community representatives and monitoring of police operations, orders, etc regarding large gay/lesbian community events such as Mardi Gras, dance parties, demonstrations and protests, community street patrol groups (eg Nora Savona Dykes on Bikes). Police presence also organised for public relations purposes at key events, for example Mardi Gras Fair Day, World AIDS Day.
10. Close working relationship fostered between Surry Hills Police Commander Kerry Beggs and Nora Savona's Dykes on Bikes when DoB started doing motorbike street patrol because of the high incidence of nightly bashings of gay men in the Oxford St area. The combination of having someone in Headquarters with credibility that the community trusted, powerful intelligent strategic leaders like Alf Peate and smart, cooperative, community based patrol commanders like Kerry Beggs and community leaders who were willing to work with the police made all these changes possible.
11. Extensive information and assistance to:
 - Community groups, police, Members of Parliament in Western Australia, Victoria, Queensland, South Australia, Tasmania, Federal Police (AFP), New Zealand, New Scotland Yard re: Gay/Lesbian Liaison that influenced the establishment of police gay liaison in New Scotland Yard.
 - Academics and students from Universities, Colleges, Schools, and Police Academies.

1992

1. Police Commissioner's public support for gay and lesbian police (Jan)
2. Senior Police Working Party on Improving Police Gay/Lesbian Relations (April). Set up by Commissioner under Dep Comm after Sue Thompson collected 52 serious complaints over 15mths about police conduct at beats and presented them to the Commissioner explaining the link between police unprofessional operations at beats and gay hate murders. Poor police conduct at beats = lack of reporting of anti gay violence at beats = bashers easily escalate to murderers when cycles of violence uninterrupted by police (see beat murders of Richard Johnson, Ross Warren, John Russell, Rattanjurathaporn, O'Shea, Flores). ACON Board Member & Secretary, David Buchanan (barrister), sat on the Committee and Beats Outreach Research Project. Developed 30 strategies, programs and initiatives.
3. Police Minister launched Interim Streetwatch Implementation Advisory Committee Report (February) & Streetwatch Report on Anti-Lesbian violence and Police Survey on Anti-Lesbian Violence at Parliament House (September).
4. Co-ordinated training strategy for Police Service on Police Gay/Lesbian Relations and Issues
 - (a) 'On The Job' Training Package – "Police Relations with Homosexual Community"
 - (b) 1 day Special Topic Seminar for 50 selected Patrol Education Officers (Feb 1993)
 - (c) Policing Issues & Practice Journal - "Dealing with Difference" for all police (Apr 1993)
 - (d) 1 day workshop for 38 Patrol Commanders (December 1992)
 - (e) 5 day training course for Police Gay/Lesbian Liaison Officers written & piloted.
5. One day workshop for 38 selected Patrol Commanders on Improving Police Gay/Lesbian Relations with beats focus – after examining inappropriate police operations at beats via patrol reports to State Commander. Endorsed by Commissioner Lauer (December).
6. Co-ordinated valuable information & reports on particular crimes leading to an organised police response to crimes occurring across Patrols or in matters of a highly sensitive nature.
 - kidnapping and robbery cases in inner City
 - blackmail case in country New south Wales
 - police impersonator case involving at least seven Patrols
 - coffee drugging case across seven patrols involving 15 reported crimes
 - Gay-Hate murders
7. International attention for New South Wales Police Gay Liaison initiatives – England (January), Italy, Germany, New Zealand (March) and Japan (December 1991).
8. Established press clippings files on anti-gay/lesbian violence as historical reference, used extensively by media, students, academics, filmmakers and researchers.
9. Assistance to TV serials with young audiences (Country Practice & GP) on gay-bashings.
10. Statewide guidelines for Community Policing Centres written.

1993

1. Five day Academy Training Course for Police Gay/Lesbian Liaison Officers. Designed and scripted course, presented and co-facilitated course for 36 officers to date
2. Expansion of Gay & Lesbian Liaison Officers to 55 Patrol including inner-city, metropolitan and country areas.
3. Anti-Gay/Lesbian Violence Forum held by Police Service with key senior police, government departments, local government, politicians and gay/lesbian community groups (27 April)
4. Police Service submission supports the holding of Mardi Gras Dance Parties for 18,000 people at Sydney Showground as,
 - lengthy submission to Liquor Administration Board inquiry announced by State Government (November, 1993)
5. Co-ordination of information on 19 Gay-Hate related murders since 1987
6. Contribution to passage of Homosexual Vilification legislation in November.
 - Outlaws public acts that incite hatred, serious contempt or severe ridicule of homosexuals
7. Australian Institute of Criminology 2nd National Conference on Violence. Workshop and Paper on 'Homophobic Violence – A New South Wales Police Response' (Canberra 17 June).
8. Alternative Dispute Resolution Association, First National Conference.
 - Workshop on Community Group Relations (29 October)- modelling NSW Police Gay/Lesbian Liaison
9. Assist with 5 – 20 daily phone inquiries re violence/harassment reports, complaints about Police, referrals to suitable police to ensure appropriate Police response to local level problems with significant implications eg. Bega, Wagga Wagga.

1994

1. Expansion of Police Gay and Lesbian Liaison Officers to 70 police Patrol with 83 officers.
2. First ever Australian Large Sample Field Survey on Anti-Gay/Lesbian Violence and Police Customer Service conducted in February 1994 via a crowd sample at Mardi Gras Fair Day, using independent interviewers contracted through Price Waterhouse Urwick.
3. 'Out of the Blue', a groundbreaking detailed statistical Report of the Survey findings was written by Sue Thompson over several months and revealed shocking victimisation rates of gay men & lesbians compared to the Sydney population and lower levels of satisfactory police customer service. Price Waterhouse Urwick (PWU) assisted with survey instrument development, administration, data crunching & independent credibility of findings).
4. Education seminar for all Police Gay & Lesbian Liaison Officers held at Sydney Police Centre Auditorium as part of continuous improvement and ongoing training for all GLLOs.
5. Formal Statement of Duties and Accountabilities (SDA) prepared in consultation with large group of GLLOs.
 - Statement submitted to Establishment Control Branch, endorsed by Assistant Commissioner Alf Peate and formally approved (SDA 1497)
6. Final Report of Streetwatch Implementation Advisory Committee, launched by Police Minister at Parliament House in June, 1994. Detailed the whole of government response to anti-gay-lesbian violence and the areas of shortfall.
7. Police and Gay/Lesbian Community Consultative Committees formally exist in Surry Hills, Newtown, Newcastle, Wollongong, Wagga Wagga and Lismore areas.
 - Informal community consultation processes exist Statewide and are compulsory components for those undertaking the Police Academy GLLO Training Course.
8. Police Academy Gay & Lesbian Liaison Officer Training Course completed by total of 50 GLLOs to date.
9. Hate Crimes Data Collection Project commenced. It examined options for effective collection of Hate Crimes data by Police.
10. Police Service Working Party on Improving Gay/Lesbian Relations was reconvened in April 1994, with representatives of GLLOs and community representatives.

1995

1. The Report 'Out of the Blue – A Police Survey on Violence Against Gay Men and Lesbians' by Sue Thompson Police Service & Jewley Sandroussi Price Waterhouse Urwick, was published by NSW Police and launched by the Minister at Parliament House. First Australian study into the level of victimisation of lesbians and gay men. (February)
2. Police Minister's launch of the "You Can Help Stop the Violence – Tell the Police" Campaign at Parliament House. Posters, brochures and fridge magnets were distributed Statewide as a joint Health Department and Police Service initiative.
3. The Police Service Gay/Lesbian Client Consultant (Sue Thompson) was awarded joint first prize of the 1994 Australian Violence Prevention Award for her program 'Reducing Violence, Crime and Fear in the Gay & Lesbian Communities'. Selected by the Australian Heads of Government and awarded \$15 000 prize money (joint winner with NSW Lesbian and Gay Anti-Violence Project).
4. A Commissioner's Circular on Police Operations at Beats was finalised after two years of discussion, writing and negotiation between senior police and ACON. Published in September.
5. The Australian Institute of Criminology held the First National Conference on Violence Against Lesbians and Gay Men as a result of the Police and LGAVP winning the Australian Award. The Police Service assisted in the planning of the conference, providing guest speakers (Minister Paul Whelan and the G/L Client Consultant) and sponsoring conference (October: Sydney Uni).
6. A National Seminar on Police Gay/Lesbian Liaison was held for the 2 days before the AIC Conference, by the NSW Police, for Police Service personnel from other states. It was held at Police Headquarters in October and was attended by eleven visiting police.
7. Two key announcements by the Minister during this year were:
 - Announcement and launch of the mandatory collection of the Hate Crimes Data Collections via the COPS System (October)
 - GALPEN, the Gay & Lesbian Police Employees Network, was established this year and launched by the Police Minister (October at the AIC First National Conference on GL Violence Syd Uni).
8. A Draft Police Gay/Lesbian Policy Statement and Action Plan was written and focused on violence prevention, police customer service and improving police gay/lesbian relations.
9. A Statewide consultation program with gays and lesbians was funded by the Police Service from the Violence Award prize money. Ten focus groups were organised with Significant Others & Sue Thompson to ascertain the community's expectations, experiences of Police and to enable input into the Draft Police Gay/Lesbian Policy Statement (Wollongong, Wagga Wagga etc). Consultation also

took place via the Lesbian and Gay Rural Outreach Program (Gay & Lesbian Travelling Roadshow), which was supported and attended by Sue Thompson and local Police Service personnel.

10. The Roadshow went to Dubbo on 17-18 June, Armidale on 21 – 22 October (Kevin Hume from ADB) and Wollongong on 18 November for dynamic community and local organisation seminars with good local attendance and media coverage on key issues including anti gay & lesbian violence.
11. A forum on Anti-Gay/Lesbian Violence was held by the Police Service (December) attended by over 30 police and 15 gay and lesbian representatives and government service providers.
12. Continuing school education was prioritised with a particular focus on Catholic Schools via participation in appropriate school forums.
13. An in depth article on gay and lesbian police (Brad Scanlan & Lisa Londregan) was published in the Sydney Morning Herald on 21 April 1995, story by Sandra Harvey who later became the Police Minister's Press Secretary.

1996

1. Police Gay and Lesbian Liaison Officers had an official entry/float in the 1996 Sydney Gay & Lesbian Mardi Gras Parade. The Police bus carried large banners 'Stop Violence Against Gays & Lesbians – Tell the Police'.
2. The Gay & Lesbian Travelling Roadshow went to Wagga Wagga 11-12 May 1996
3. First Annual 2 day Skills and Education Seminar held at the Police Academy for 60 Police Gay / Lesbian Liaison Officers (October 2-3)
4. A Police Service stall held at the Sydney Gay & Lesbian Lifestyles Expo at the Hyatt Kingsgate Hotel was staffed by PGLLOs (October)
5. Twelve PGLLOs hosted a 'People Living With HIV/AIDS' (PLWHA) Luncheon at the Exchange Hotel, serving food and co-ordinating entertainment for over 200 people living with HIV & AIDS. Sgt Terry Harvey organised the day and Su Cruikshank as the singer.
6. Official launch of the Police Gay & Lesbian Liaison Home Page on the Internet with over 8,000 page visitors since its debut in August 1995 (Sergeant Terry Harvey).
7. A Policing Issues & Practice Journal (PIPJ) article on 'Policing Implications for the Gay and Lesbian Community' was published and distributed throughout the State to all police.
8. The Department of School Education Homophobia Kit (piloted by the Police Service in 1990) was finally distributed to all public schools.
9. Formal Police endorsement was given to the Youth Violence Prevention Campaign, 'Homophobia – What are you Scared of?' (September)
10. The first Police Gay & Lesbian Liaison Officer posters were produced and distributed to police patrols and gay/lesbian community groups (October)
11. A book on Hate Crimes, 'Homophobic Violence' requested a chapter written by the Police Gay/Lesbian Client Consultant (Ms. Sue Thompson) titled 'Police Service Response to Hate Crimes' - written and published in 1997

1997

1. The Police Commissioner Peter Ryan attended the Mardi Gras VIP Viewing Room as a guest of the Sydney Gay & Lesbian Mardi Gras Association. (March)
2. A gay and lesbian recruiting campaign was launched in June 1997. Targeted advertisements were placed in the gay and lesbian press and received a huge amount of media coverage and support. The lesbian advert read, "Join the NSW Police Service – We guarantee you'll get sensible shoes" and for gay men, "A career opportunity for gay men that doesn't put you in a straight jacket."
3. Visiting police joined the NSW police bus in the annual Sydney Gay & Lesbian Mardi Gras Parade – United Kingdom, United States of America, Victoria and the ACT.
4. Training on gay and lesbian liaison was provided to police from Victoria, Western Australia, Queensland, ACT and Japan.
5. Assistance was given to gay/lesbian community groups and Human Rights Agencies in the Philippines.
6. Survey of Police Gay & Lesbian Liaison Officers was completed by students on placement.
7. Sue Thompson was invited and funded by the UK as the joint keynote speaker (with Jack Straw Home Secretary) to address the United Kingdom National Conference *Building Partnerships Towards Community Safety* organised by the *National Advisory Group* on Policing the Lesbian and Gay Community held in Brighton at The Dome [note Matthew Windibank, Race Relations Advisor]
 - attended by 300 participants from United Kingdom Police Forces, lesbian & gay groups, local councils etc.
8. A booklet "Improving Police Gay/Lesbian Relations and Targeting Hate Crimes Against Gays and Lesbians 1985 – 1997" was written and published by the Police Service for the Conference (known as The Purple Booklet).
9. Sue Thompson and the Police Commissioner (Ryan) attended the Gay & Lesbian Business Association dinner as keynote speakers in March 1997. The Commissioner announced that police would march in uniform in the 1998 Mardi Gras Parade and received a standing ovation
10. Further Anti Violence Campaign materials were produced to target gay and lesbian violence: brochures, fridge magnets, bumper sticker and drink coasters.
11. Sue Thompson awarded a Premier's Certificate of Achievement for Significant Improvement to Service Delivery for the Draft Police Service Gay/Lesbian Policy Statement and Action Plan.
12. 2nd Annual GLLO seminar at Goulburn Police Academy November 5-6

1998

1. A contingent of 30 Police personnel (28 uniformed police including 5 who were not GLLOS, 2 Admin Officers) marched for the first time in the 20th Sydney Gay & Lesbian Mardi Gras Parade to commemorate how far the Police Service has come since the first Mardi Gras in 1978 – Banner: ‘We’re Here Because We Care’. In 1978 there was a violent confrontation between Police & Marchers that lasted for several days and became a historical moment in both gay/lesbian and police history
 - Police formed up near the ‘1978ers in a symbolic juxtaposition of 1978 – 1998.
 - crowd excitement, rapturous applause, television, radio and news commentators all decreed police one of the most popular entries
 - Police Minister Whelan sent a message of support on the night via Thompson’s pager.
2. The annual police advertisement in the Sydney Gay & Lesbian Mardi Gras Guide depicted two photographs. The 1978 front page photo of the Daily Telegraph was reprinted showing Robyn Plaister being forcefully arrested and dragged by Police to a paddy wagon. Then there was a new version of the photo showing Robyn, this time embracing police in 1998. The caption read, “Who Says Time Doesn’t Heal?” Obtaining Robyn’s agreement to the 1998 re-shoot was significant as was Police approval to show the 1978 photo and “dredge up the past”. Both were essential.
3. A 78er, who was seriously assaulted by Police in cells after what would later become known as the first Mardi Gras in 1978, raised these issues formally with NSW Police. He described terrible brutality and another police officer intervening and saving his life.
4. Police Assessment Centres, responsible for recommending police promotions, included scenarios on gay/lesbian issues
5. Police Officers from South Australia, Queensland and Tasmania travelled to New South Wales and were trained by Sue Thompson in police gay/lesbian liaison strategies.
6. Celebrity doctor Kerryn Phelps and her partner, who came out as a high profile lesbian couple, spoke to Police Gay & Lesbian Liaison Officers at the NSW Police Academy about their life stories. At the same course a respected Catholic priest was an inspiring presence.
7. Europride 98 invited and funded Sue Thompson to Stockholm as a keynote speaker for the Europride Conference Program in July 1998 (followed by Gay Games meetings in Amsterdam). This led to an interview on Sweden’s most popular TV news program Rapport and to ongoing interest by the Swedish authorities in NSW police gay/lesbian liaison.
8. An extensive survey of Police Gay & Lesbian Liaison Officers was conducted, providing useful data on their reasons for becoming a GLLO, their experience in the role and problems encountered. This built upon the previous 1997 Survey.

9. A COPS Hate Crime Data Collection Trial was conducted and evaluated at Newtown Command.
10. French media sent a number of journalists and media personnel to New South Wales to research and film police gay/lesbian liaison strategies throughout 1998 and into 1999. Extensive work with L'Evenement.
11. A Geoffrey Robinson style hypothetical was presented by Sue Thompson for the Annual Conference of the Australian Centre for Lesbian and Gay Research, addressing the experience of young gays and lesbians and the pro-active ways that agencies, schools, community groups and police can assist them. Sue called it "From Here to Diversity"
12. Police Gay & Lesbian Liaison Officer assisted many schools in presentation on homophobic crime including Glebe, Fort Street, James Ruse, Frenchs Forest and Port Jackson Student Representative Council.
13. The final report on the Homosexual Advance Defence (HAD) was submitted to the Attorney General. The Police Service had significant input into the HAD Working Party for 2 years (Sue Thompson & Supt Gary Gilday), including providing a list of gay hate murders.
14. The Police Gay and Lesbian Policy Statement and Action Plan was resubmitted by Sue Thompson (June).
15. Discussions and report prepared re issues with CPEA post Royal Commission and the homophobia that has been created as a by-product.

1999

1. Invitation and funding for Sue Thompson as a guest of the Swedish Government National Institute of Public Health to be a keynote International speaker at a police and judiciary conference – ‘Judicial & Law Enforcement Response to Gay & Lesbian Hate Crimes’ (April). High profile television interview and segment aired on the Swedish National Broadcast Channel Evening News, Rapport (Channel 1 & 2).
2. Presented with Mardi Gras Special Award for ‘Outstanding Commitment to Gay & Lesbian Community’ (April). Ceremony attended by Assistant Commissioners Christine Nixon & Lola Scott and by several GLLOs forming an honour guard.
3. Oversight co-ordination / review of Mardi Gras Parade policing response and GLLO Marching Strategy to ensure resolution of identified problems.
4. Designed and conducted inaugural training program for Australian Federal Police Gay & Lesbian Contact Officers Scheme. Fee for service (\$4000) used to fund GLLO promotional items in 2000.
5. Major research conducted (went through 900 murders October) and paper written jointly with Australian Institute Criminology (AIC) titled ‘Comparison Between Gay Hate Related Homicides and other Male Homicides in New South Wales 1989 – 1999.’
 - Presented at National Hate Crimes Conference in December at Sydney University.
6. Preparations for establishing a Gay/Lesbian Liaison Team Executive in 2000 under an Assistant Commissioner to give formal oversight and authority on key issues. Members included Sue Thompson and nominated GLLOs.
7. Analyse findings of major survey of Police Gay/Lesbian Liaison Officers and prepare Executive Summary for Corporate Sponsor & Commissioner (findings on duties, rostering, crimes, resources, support and obstacles).
8. Research & co-ordinate story lines for proposed UK Channel 4 four part documentary series on NSW Police Gay/Lesbian Liaison.
9. National Competency Standards for Gay/Lesbian Liaison Training developed and drafted in conjunction with NSW Police Academy, Australian Federal Police and Gay & Lesbian Liaison Officers Working Party.
10. Advisory role to senior level Corrective Services Violence Committee utilising expertise in successful gay/lesbian liaison strategies.
11. Give evidence at Court in December for John Marsden’s Defamation case against Channel 7. Assistant Commissioner Christine Nixon also testified.

2000

1. Complete Gay & Lesbian Liaison Training Courses 8, 9 & 10, making a total of 70% of current Liaison Officers who have completed training
2. Train Gay/Lesbian Liaison staff from external agencies – Victorian Police Service, New South Wales Attorney-Generals Department & South Sydney Council
3. Research story lines and co-ordinate interviews and film schedule for 30 minute French/German documentary on New South Wales Police Gay/Lesbian Liaison program – Channel Arte’.
4. AIC & NSWPS Research on Gay-Hate Related Homicides 1989 – 1999 written in full, formal academic review and formal publication in:
 - Current Issues in Criminal Justice Journal: 36 page academic article
 - Trends & Issues in Crime & Criminal Justice Bulletin: 8 page summary
5. Gay & Lesbian Liaison Team Executive established on 15th March 2000 comprising the Corporate Sponsor (Chair), Principal Advisor (Client Consultant), Vice Chair (x 2), Executive Officers, Intelligence and Education Officers, Membership (current GLLOs) and Associate Membership.
6. Business Plan & Terms of Reference developed, 12 month agenda set.
7. Review and submit to the Commissioner’s Executive Team the Police Service Lesbian & Gay Policy Statement and Action Plan comprising policy, context, history, objectives and actions and Gay & Lesbian Liaison Officers Survey findings.
8. 2000 Gay/Lesbian Liaison Education Campaign developed and funded through fees for service from training Australian Federal Police, including Gay & Lesbian Liaison Officer Fact Sheet & GLLO Poster.
9. Gay & Lesbian Liaison Officers Models of Best Practice workshopped, designed and written for placement on Police Service Intranet site.
10. Working partnership with Community United Against Homophobic Violence Campaign of the Lesbian and Gay Anti Violence Project, funded by the Attorney-Generals Department
 - facilitate Gay & Lesbian Liaison Officer Advocacy role
 - Service representative on campaign Steering Committee
11. Release of research paper ‘Comparison Between Gay Hate Related Homicides and other Male Homicides in New South Wales 1989 – 1999’ by Justice Minister Amanda Vanstone. (August). Formally published in Mar 2001 in Current Issues in Criminal Justice Vol 12, no. 3.

- 12. Gay & Lesbian Liaison Officer's Bulletin Board (GLLOSBB) established on the Police MEMO System to provide a collection point of information on effective liaison, best practice, current issues affecting police gay/lesbian liaison, hate crime reduction, support and inspiration to GLLOs (1 October).**
- 13. Gay & Lesbian Liaison Officers MEMO Public Distribution List (PUDL) established. This facilitates direct communication to every GLLO in New South Wales in a timely and supportive framework (June).**
- 14. Revised GLLO list to include details of training status and accreditation (including interstate police services and external agencies)**
- 15. Assistance and advice to -**
 - Bolton Lesbian & Gay Policing Initiative - hate crimes, schools etc. (October)**
 - Arizona Police Department on recruitment of police from within the local lesbian community (October)**
 - New Zealand Police via Full Spectrum Consulting (October – November)**
- 16. New Gay & Lesbian Liaison Officers Poster designed and released showing locations of GLLOs across New South Wales – utilising a distinctive and highly popular hologram in the word 'GLLO', featuring the colours of the rainbow flag and visually conveying the message that GLLOs are everywhere (July). Poster became famous with copies of poster sought by many international agencies.**
- 17. COPS Operation Name created to establish a data collection point for the duties, function and activities undertaken by Gay & Lesbian Liaison Officers. The Operation Name, GLO2000 will negate the need to commission work product surveys and for the first time provides for a 'real time' format for analysis of the role. (November)**

2001

1. NSW Gay/Lesbian Client Consultant and VICPOL Co-ordinator obtain VICPOL Commissioner's approval to endorse and sponsor a National Policing Body to Monitor a National Approach to Police Gay/Lesbian Liaison, as originally proposed by the NSW Client Consultant & the NSW Police Minister to the other States in 1995.
2. By 2001 other client group areas were well resourced with staffing, admin support and funds but further resources were withdrawn from the Gay and Lesbian client group area which already only had a staff number of one compared to 3 to 5 staff in other areas. They required Thompson's area fund its own anti-violence campaigns etc & that she charge Fee For Service for anything seen as not her core duties (now defined narrowly). When asked to speak on anti-violence issues and homophobia she had to charge a speaker's fee (eg Strathfield Girls High School \$100 in March, Davidson High School \$100 in March, AIDS Council of NSW for a domestic violence Forum \$250 in June, Santa Sabina College \$100 in September. Whilst it was reasonable to charge to design and run a training course for a corporation, it seemed less reasonable to charge other government agencies for speaking engagements or to train some of their people at the Police Academy in the GLLO courses.
3. NSWPS Gay/Lesbian Client Consultant designs training course & trains 18 Australian Federal Police as GLLOs (fee for service @ \$3,000) at Canberra AFP Academy.
4. Swedish Police Board sends Police Inspector to NSWPS to study gay/lesbian liaison while attending drugs conference in Queensland
5. NSWPS Gay/Lesbian Client Consultant conducts 11th GLLO Training Course Phases 1 & 2.
6. Thompson's 12th GLLO Training Course included senior personnel from Army (1), Navy (2), Qantas Pilot (1), QPOL (1), at Police Academy. Fee-for-service was charged at Navy \$500, Navy \$500, Army \$500, Army \$500, Queensland Police \$200, Qantas \$500.
7. QPOL invited and funded the NSW G/L Client Consultant to attend three high profile regional forums as the Key Note Speaker on Police Gay/Lesbian Liaison [Townsville, Cairns and Gold Coast] and agreed to provide their drafting expertise free to the NSW Police in redrafting the NSW GLLO Academy Course into competency - based training [QPOL as the Police Service with high level expertise in this National Training approach since 1996]. Thompson accompanied by Sn Cst Jo Kenworthy. Both flown to the different locations by QPOL Air Wing and wrote an entertaining draft of "Where There's a Princess There's a Way".
8. NSWPOL & VICPOL run concurrent Violence & Customer Service Pilot Surveys at gay/lesbian events to compare interstate crime trends community experiences and community expectations of the GLLOs.
9. Write training and education module on GLLO Ethics And Workplace Issues to identify and address areas of corporate risk and individual officer risk particular to the GLLO role.

10. Police Recruitment Advertisement targetting gays and lesbians to undertake policing as a career placed in Sydney Gay & Lesbian Mardi Gras Guide with distribution run of 120,000 across Australia. First lesbian & gay recruitment campaign since the widely covered, highly successful and visible campaign of 1997.
11. Co-ordinate and supervise school homophobia workshops in target schools across Sydney: Ashfield Girls' High, Turramurra High, Waverley Catholic College, Riverside Girls' High, Santa Sabina Catholic College Strathfield
12. Facilitate effective Liaison between Gay Games Committee and NSW Police to ensure successful security measures and Police GLLO profile.
13. Review and incorporate alterations to the Gay & Lesbian Liaison Policy Statement and prepare accompanying documentation for final submission to Police Executive including Marketing Plan; proposal for Client Consultant position regrading to Gr 11 -12; establishment of appropriate support and program staff (Gr 7-8, Gr 5-6)
14. Consultancy to Australian Defence Forces to assist them in establishing Defence Forces GLLO positions.
15. Liaison with NSW Ombudsman to establish a method / procedure for identifying and monitoring complaints in his system and Police complaints system based on homophobic Police conduct, behaviour, homophobic customer service (Victimisation, Harassment, Discrimination, Vilification).
16. Work closely and extensively with detectives of Taskforce Taradale (Detective Sgt Steve Page) on unsolved gay homicides from 1990s and with NSW Coroner's Court.
17. Continue approved secondary employment with Australia's only gay/lesbian specialist marketing company 'Significant Others' in training key Corporate Bodies in Effective & Credible Marketing to the Gay/Lesbian communities, addressing workplace homophobia.
18. Speaker at ACON Lesbian & Gay Domestic Violence Conference (Fee For Service) at Millenium Hotel, Sydney in June; Nowra Regional Forum.
19. Liaise & supervise discussions between Police and Under 18s G&L Dance Party to ensure protective behaviours, bona fides of volunteers and screening for Prohibited Persons.
20. Prepare written materials for Australian Tourist Commission on Police Gay/Lesbian Liaison for inclusion in Media promo & marketing packages.
21. Work closely with Hilton Cordell on a proposed 4 Part ABC TV Series on GLLOs.

22. Groundbreaking work with Dept Immigration & Multicultural Affairs and selection of the Gay & Lesbian Liaison Program (co-ordinated by the Client Consultant) to be one of 6 Case Study modules for 'Australian Businesses and Corporate Partners with Federal Government' to study Sue Thompson's work in effectively managing community diversity.
23. Approval finally obtained for the acceptance, design and making of a National Police Gay Lesbian Liaison Officer badge (copyright and qudos for NSW Police) after 6 years of careful and protracted negotiations with Police senior management.
24. High profile successful TV interviews on Gay Hate Homicides & Re-Enactment of Body over Cliff Murder at Marks Park, Tamarama in December. Interview still being shown on TV in 2005.

2002 (until March injury, no return to NSWPS, medical retirement 30/1/03)

1. Conduct a brunch & media session sponsored by Australian Tourism Commission with journalists from New York, Africa, Netherlands, San Francisco etc on Police Gay / Lesbian Liaison in NSW & the Gay Games 2002.
2. Structure & co-ordinate Korean film crew to film Police GLOs during Mardi Gras Season (for Australian Tourism Commission).
3. Intensive consultancy to Australian Defence Forces.
4. Ongoing Liaison with NSW Ombudsman to establish a method / procedure for identifying and monitoring complaints in his system and the Police complaints system based on homophobic Police conduct & behaviour or homophobic customer service (Victimisation, Harassment, Discrimination, Vilification).
5. Called to give expert evidence by Operation Taradale at NSW Coroner's Court for Inquest Into Unsolved Gay Murders in 1980s and 1990s previously called suicides.
6. Magnetic Police Gay / Lesbian Liaison Signs made for display on Police Vehicles in Sydney Mardi Gras Parade – after years of careful and protracted negotiations with Police senior management.
7. Police Gay & Lesbian Policy Statement & Action Plan finalised & printed after 5 years of careful negotiations with Police GLOs, Police hierarchy and Community Leaders.

RESEARCH & PAPERS BY SUE THOMPSON

NSW Police Service 1990 – 2003 (major pieces)

- ***Out of The Blue a Police Survey of Violence and Harassment Against Gay Men & Lesbians***, Sandroussi J (Price Waterhouse) & Thompson S (NSW Police Service) Feb 1995, ISBN 0 7310 4913 6, pp 1-60.
- ***Comparison between Gay Hate-Related Homicides of Men & Other Male Homicides in NSW***, Mouzos J (AIC) & Thompson S (NSW Police Service), Mar 2001, in Current Issues in Criminal Justice Volume 12 Number 3, edited by Rick Sarre, University of South Australia.
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<http://www.austlii.edu.au/au/journals/CICrimJust/2001/4.pdf>
<http://www.aic.gov.au/media/2000/august/20000809.html>
- ***Gay-Hate Related Homicides; An Overview of Major Findings in NSW***, [<http://www.aic.gov.au>] Mouzos J & Thompson S, Australian Institute of Criminology, Trends & Issues in Criminal Justice No. 155 June 2000.
<http://www.aic.gov.au/publications/current%20series/tandi/141-160/tandi155.html>
- ***Homophobic Violence A NSW Police Response 17/6/93***, Thompson S, New South Wales Police Service, a Paper presented at Second National Conference on Violence, convened by the Australian Institute of Criminology and held in Canberra, 15-18 June 1993,

Download from: <http://www.aic.gov.au/conferences/ncv2/>
- ***Improving Police Gay/Lesbian Relations and Targeting Hate Crimes Against Gay Men & Lesbians [1985 to 1997]***, Thompson S, New South Wales Police, ISBN, pp 1-20, initially published as joint winning submission for Australian Violence Prevention Award 1995. Commonly referred to as “the purple booklet”
- ***Gay Hate Related Homicides In NSW 1988 – 2000***, list of victim name & details, dates, locations, offender details, injury details, gay hate indicator details, trial outcomes. Thompson S. [List available through NSW Attorney General’s Department H.A.D. Working Party].
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- ***NSW Police Lesbian & Gay Policy Statement & Action Plan 2001-2005***, Thompson S, NSW Police Service, 2001.
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DOCUMENTS, PAPERS AND INTERVIEWS BY SUE THOMPSON (after 2013) -Early Police Gay/Lesbian Liaison, Gay/Lesbian Hate Violence and Gay Hate Murders

Major Papers and Historical Collections

- Reports to NSW State Coroner into Dec 1988 Death of Scott Johnson – May 2011; 2nd Report to NSW State Coroner – 2014; 3rd Report to NSW State Coroner – 2016; 4th Report to NSW State Coroner - 2017
- Explanation of the List of Gay Hate Homicides to NSW Police Operation Parrabell - 2017
- The 3 Part History of Police Gay/Lesbian Liaison and Anti Gay Violence and Murders
 1. Visual History and Narrative of Police Gay/Lesbian Liaison and Annual Anti Gay Violence Campaigns 1990-2002 (800 Photos captioned, keyworded, catalogued in archival quality format; media campaigns yet to be completed)
 2. Media History of Police Gay/Lesbian Liaison and Anti Gay Violence and Murders 1989-2002: 1760 chronological media articles needing to be digitised. List of 458 Sue Thompson media interviews 1990-2002 digitised and interviews since 2013.
 3. Document and Written Word History of Police Gay/Lesbian Liaison and Anti Gay Violence and Murders: Collection of Documents and Papers

Briefing Documents Providing Historical Information and Analysis

- Brief 1A – What is a Hate Crime v FBI Bias Crime
- Brief 1B – NSWPS & AIC Hate Crime Indicators of 1990s & early 2000s v USA & NSWPF Current Model
- Brief 2 – On the Eight Cases That NSW Police Accept as Being Gay Hate Murders
- Brief 3 – Clear Up Rates of the 1980s v 1990s
- Brief 4 – Sue Thompson Op Ed on Violence in the 1980s and 1990s & Role of Police Ministers etc

Major TV, Film and Print Interviews

- On the Precipice, ABC Australian Story, Feb 2013
- Between a Frock and a Hard Place (the story behind Priscilla Queen of the Desert; aired 7/3/2016 ABC)
- Deep Water, The Real Story (SBS Documentary, by Blackfella Films); aired 16/10/2016
<http://blackfellafilms.com.au/project/deep-water-the-real-story/>
- The Gay Hate Decades: 30 Unsolved Deaths (SBS Online interactive Multi platform from Oct 2016)
<http://www.sbs.com.au/gayhatedecades/?cid=inbody%3Adeep-water-the-real-story--a-crime-documentary-that-pulls-no-punches>

SUE THOMPSON OP ED ON THE HATE CRIMES OF THE 1980s and 90s

Sue Thompson was for many years a world recognised expert on gay hate crimes, gay hate homicides/murders, strategies to reduce gay and lesbian hate crimes and improve police gay/lesbian relations. Her reputation was a result of her nationally and internationally respected work and achievements in the NSW Police Service from 1990 to 2002. Telling the truth about the past and the road we have travelled is the only way to move forward with honour. Sue writes.....

I bear witness to the **undeniable epidemic** of anti gay/lesbian violence in NSW in the late 80s and 90s, to the low level of reported violence and high level of unreported violence. To suggest there was no epidemic or widespread violence because little was reported to Police is an insult to historical truth. Gays and lesbians in that era lived with violence and the real threat of it every day. Anyone who makes the most superficial enquiry will know that Police and the gay community were historical enemies dating back to homosexuality being a criminal offence in NSW from 1788 until 1984, **punishable by death until 1899 then by life imprisonment**. The result of this alienation in a society used to viewing gays as deviants and criminals was a high level of targeted hate related violence. Things did not change magically in 1984. In fact with the advent of AIDS, hate violence increased.

It was my job to bring peace between police and the gay and lesbian communities and effect organisational change in Police culture. At the end of 1989 I was appointed the NSW Police Gay/Lesbian Client Consultant in Police HQ and started in Jan 1990. From day one, I became aware that the greatest immediate problem, even more urgent than the historical hostility, was the high level of hate crimes and the almost total lack of reporting to Police. Lives were in danger, **targeted attacks were everyday reality**.

In week one a brutal murder involving 8 teenagers (many from one High School) came across my desk brought to me by **a courageous detective** who did not agree with a culture that thought gays unworthy victims. He had studied other cases called suicides in the 80s, he knew there were serial offenders. A few months later another gay murder connected to the same school came across my desk. There were others in between.

These were dark times but there were countless shining lights inside and outside the Police Service who wanted to make the world a better place and the NSW Police Service a professional organisation that the gay and lesbian communities would work with and could turn to for help with a reasonable expectation they'd get fair and professional service.

There were many excellent senior commissioned officers like then Executive Chief Superintendent Alf Peate, then Commander of Sydney Police District (later Region Commander, South Region) whose legacy is immeasurable, Assistant Commissioner Bruce Gibson, my first boss Superintendent John Ure who shepherded us through those early days, Supt Peter Walsh who could turn any disaster into something to laugh about and light the path to a solution, Darcey Cluff Commander Inner West who would sit on stage in a gay pub and hear criticisms and concerns and be committed to fixing them, Terry Dalton Commander of Special Branch who worked tirelessly to protect a lesbian church minister from serious harassment and intimidation from a neo nazi

group, Jenny Choat of Recruitment Branch who shepherded through gay and lesbian targeted recruitment, Christine Nixon, Ike Ellis, Clive Small, Frank Hansen, Irene Juegens,

There were many wonderful local level Patrol Commanders (now called Local Area Commanders) like Kerry Beggs of Surry Hills, Vicki Arender at Newtown, Lola Scott (later Asst Comm) etc

There were dozens of inspiring cops who put up their hands to take on the additional role of doing Police Gay Lesbian Liaison (GLLOs) on top of their other general duties despite often facing prejudice in that role. They usually never even complained about the downside or told me about it. I guess I didn't either, we were all pretty gutsy and focused on how to fix things not complain about them. These local level cops were a joy to work with, they constantly showed through their behaviour and actions how many people of the highest calibre, who are true people people, become police for the right reasons. I am very concerned to insult anyone by leaving them out but some who spring to mind include Steve Ford, Jo Watts, Paul Baker, Sharon Holmes, Ron Gould, Terry Harvey, Jo Kenworthy, Sue Trusty, Brad Scanlan, Scott Stevenson, Lesa Londregan, Nikki Twentyman, Kylie Cronin, Adrian Gover, Lee-Anne McDonald, Bruce Mexon, Craig Raymond, Stephanie Robinson, Jackie Cairns, Trudi Crowther, Pauline Bellemore, Brad Swan, Jodie Bird, Jason Purcell, Matt O'Neil, Robert Fenech and countless others.

There were outstanding detectives who wanted to solve these crimes and stop them happening. Detectives like Steve McCann and Steve Page whose dedicated good detective work helped change the world on gay hate murders. Their work saved lives and changed policing.

So many courageous cops, senior officers and unsung heroes. Civilians who also did wonderful things like Luke Preston, Sandra Harvey, Mark Davis, Sue Netterfield, Bernard Carlon.

There were also many great community workers, leaders and activists who wanted to see change, worked well with me and generously with police to make a better future like Carole Ruthchild, Bruce Grant, Cath Phillips, Gail Hewison, Robert French, David Buchanan, Georgina Abrahams, Sand Hall, Dermot Ryan, Paul van Reyk, Sue Brooks, Ross Bennett, Dominic Hearne, Stevie Clayton, Peter Grogan, Graeme Greenhalgh. There were workers in community organisations who walked with us like Mardi Gras, ACON, PFLAG, AVP, FPA, 2010.

There were politicians like Clover Moore, Paul O'Grady. Public servants like Steve Mark ADB, Chris Puplick ADB, Kevin Hume. Key figures like John Marsden.

The gay and lesbian media kept us honest and helped us move forward and change opinions: Barbara Farrelly, Frances Rand, Martyn Goddard, Larry Galbraith.

There were occasional disasters but that was rare. This was the era of community based policing and so many decent people both within and outside the Police Service working together for the same goals.

The political will of key Police Ministers standing behind and standing up for this work made the world of difference. If not for that support, there would have been many limbs on the tree of Police Gay/Lesbian Liaison that might have fallen off and many people or officers too scared to climb out on those limbs alone. Ministers made progress possible through their political support and occasional political intervention.

Together we were the right people, right place, right time who changed the history of gay and lesbian issues in New South Wales and impacted Australia and several parts of the world. Alf Peate was my chief ally who made so many things possible, we were like the unstoppable team. He would say "that's a great idea Susie, go off and do it and if you have a problem come back and tell me about it but I'm sure you'll be fine". Sometimes he would say "no we can't do that yet we are not ready for that but how about this instead". He had my back often more than I realised. To someone who didn't know Alf he might have looked like an old style detective but he was far from that, he had a brilliant mind, a great heart, a deep and genuine commitment to community based policing and incredibly strategic vision and a strength of personality that meant few would stand in his way. The first time I met Alf in January 1990, I had just started in Police Headquarters and he seemed familiar. At one point when he left the room I stood up and looked at his various degrees and certificates on the walls and realised that he and I had both been to UNSW law school at the same time. The bond was cemented.

There were the constant tragedies of people being bashed brutally and being murdered for no other reason apart from prejudice, hatred and the twisted way in which too many people see half-light and half-truth, sometimes none at all.

There was **widespread reluctance to report** violence knowing the likely outcome, the refusal to take reports, the victimisation of victims, the failure to investigate, the seeing victims as unworthy, the hostility, the fear of further trauma from Police homophobia. For anyone to now say there was no or little violence or none in a particular area because people did not report or Police did not take reports, keep reports, investigate reports - is misleading. Even in 1994 the Out of the Blue Report, that Police published with Price Waterhouse, showed less than 1 in 5 reported to Police.

In the 1980s it was much worse, to report was rare. The Police Force was well aware of this problem, it supported Violence Phone Ins run by the Anti Discrimination Board and the Gay Counselling Service in the 80s because it knew gays and lesbians did not trust Police after years of discrimination and hostility. It knew there were murders not being solved as there were few crime reports. Reporting began to change after I started in Police HQ with much support from Commissioner Avery and the Hon Ted Pickering. Pickering as Minister for Police started standing up in Parliament in 1990, revealing the extent of the violence, supporting my work for change, mobilising the support of the government and encouraging the Police Service to take action.

From January 1990 we ran anti violence campaigns in the gay press asking people to report and giving my phone number every week. **My phone rang endlessly.** We put up groundbreaking historical anti violence Posters endorsed by Commissioner Avery in gay & lesbian venues, police stations and in government and community offices. They were covered in media stories around the world.

I was told mine was the second busiest phone number in Police HQ after the 24/7 Media Unit. In those days most gays and lesbians would only ring me. They had **no reason to yet trust police**, they had learnt not to over decades. I referred victims to the newly set up Police Gay/Lesbian Liaison Officers (GLLOs) who did that role as an add-on duty to their full time general duties police role. If there was not one in a Command, I rang the Commander and asked him/her

to nominate a trustworthy officer who would act professionally. Sometimes they could not and dealt with the victim themselves. Police who took on the GLO role experienced a lot of discrimination over the years, shown by written surveys we conducted and documented. Eventually we got the Police Computer System to be able to record hate crimes. That too took years of negotiating. It was another attempt to better record the high level of violence and to make local Police take notice.

It was not my role to formally take or investigate violence reports, I referred them to Police, I was never a Police Officer. Don Weatherburn, Director of NSW Bureau Crime Statistics, told me in **1990 “There is a crime wave in Sydney Police District and it’s your fault”**. I asked what he meant and he explained that reporting was up 34% and it was likely due to my campaign encouraging gays to report.

I recorded my observations and understanding of the patterns of violence to develop crime prevention strategies. I occasionally assisted with identifying repeat offenders when I could identify them through the **hundreds of victims who came first to me** and who I had to convince to talk to Police. I assisted with some homicide investigations. I conducted **extensive research in cooperation with respected external bodies** like Price Waterhouse and the Australian Institute of Criminology. In 1994 my work was awarded joint First Prize by the Australian Heads of Government for “Reducing Violence Crime & Fear in the Gay & Lesbian Communities”. My draft NSW Police Lesbian and Gay Policy received a Premier’s Commendation. I assisted Police Services around the world in addressing hate violence and improving police gay/lesbian relations.



Above left - 1995 Asst Comm Alf Peate & Sue Thompson with AVP’s Carol Ruthchild and Bruce Grant at Heads of Government National Anti Violence Annual Award Ceremony

Above right - 1990 the Hon Ted Pickering Minister for Police and Emergency Services and Sue Thompson

It was always essential for Police Ministers to intervene and ensure the right thing was done around homosexuality, hate crimes and police gay relations. If not for **successive Police Ministers driving the principles of equity, ‘even for gays’**, and intervening to force the Police Service/Force to take anti gay violence & murders seriously and treat victims professionally, we would still be in the dark ages or barely emerging from them now.

Thank you the Hon Peter Anderson (Labour) in 1985 for forcing the Police to first do gay liaison, so much harder for them than the other community relations roles. Thank you the courageous

Hon Ted Pickering (Liberal) for standing up regularly in Parliament in the early 1990s condemning the violence, praising the work to reduce it. Thank you the Hon Garry West (National Party) for launching two significant reports on gay and lesbian violence at Parliament House in the mid 1990s, despite opposition. Thank you the Hon Paul Whelan (Labour) for supporting Police marching in the Mardi Gras Parade in 1998 to make a visible statement that police no longer condoned violence or were allies of bashers. Thank you the Hon Mike Gallagher (Liberal) for hearing Scott Johnson's family's 25 year plea for help in 2013, despite intense opposition. Thank you to the senior police who were awesome allies.

The first time I heard the term "white paper" I was a young student at UNSW Law School - it means to try and rewrite history and white paper over the truth. It is one of the most dangerous things to the moral foundation of a society. **Historical truth is not negotiable.** That was why in my job I formalised my work and kept records, knowing that such work is sensitive and its records potentially fragile. I opened hundreds of registered Police Gay/Lesbian Liaison Files on all my key issues so history could not be rewritten or disappear, so that the violence, organisational pitfalls and resistance and the way forward would be recorded. I **formalised Police changes** into formal policies and records so that history could remember and judge the truth.

Some of these formal records include:

1. The Out of the Blue Report that examined the disproportionately high level of violence and harassment against gays and lesbians, the lack of reporting. The Police Minister launched this Report at Parliament House in 1995.
2. Formal published research into gay hate homicides with the Australian Institute of Criminology (AIC). This formal research was not hearsay, opinions or theories. It was formal academic peer reviewed published research. It is not acceptable for a State Police Service to now try to suggest it was inaccurate because it does not now suit them. We researched 37 gay hate homicides 1989-99, identified by me and independently verified by the AIC (who removed 7 of my cases as there were insufficient records in the National Homicide Monitoring Program).
3. The first govt committee to address the hate violence in 1990 set up by the Police Minister. That Committee met for 4 years and was chaired by the Anti Discrimination Board at my request because I wanted to ensure Police did not try to obstruct the committee. It's Report was launched by the Hon Garry West at Parliament House.
4. Interventions in High Schools to target homophobia and hate crimes including murder committed by attending students.
5. A Senior Level Working Party on Improving Police Gay/Lesbian Relations, initially set up by Commissioner Lauer to deal with the serious violence happening at beats such as cliff top locations and the non-reporting which was leading to murders.

It is now time for historical truth to be honoured. **If not for ongoing intervention by Police Ministers there would likely still be an epidemic of hate crimes** against gays and lesbians. The decent, the outstanding, the committed, the genuine cops and senior officers would have too often been squashed. Courageous ministers allowed courageous cops to get on with doing courageous jobs. Without the combination the hate crimes would rarely be reported to Police. Many police would be hostile, discriminatory and unprofessional towards gays and

lesbians, making sure they never reported crimes and stayed silent invisible victims. Occasionally an officer might bash gays themselves on or off duty. At worst some might pull aside gays and lesbians marching for justice and kick some almost to death in police cells, damaging them physically and emotionally for life. Gay men and lesbians would be regularly bashed and victimised at rates 4 and 6 times the average.

There would still be four gay hate related murders in NSW every year. Those in convenient locations like cliff tops would only be seen as suicides. Some bashers would get away with their repeated violent attacks until they eventually turned into murderers and **Police would never notice the spiral or where it was heading.** Most murders would be committed by young people under 25, often teenagers, wanting to kill a stranger who they assumed was gay. If the cases got to court, then lawyers would argue that the offenders were excused because of course being gay, the murdered man must have made a sexual advance and so the murder was understandable and defensible (imagine if every time a woman was propositioned she murdered the man who dared speak such a thing).

Gay and lesbian hate crimes happened everywhere, there was an epidemic. Many Sydney gay men who were victims of that violence and who did not report to Police may be unable to come forward now, they may have died in the other epidemic, the early AIDS epidemic. Some may still choose not to come forward, too scarred by policing in the 80s or embarrassed by the location of the crime. **It is foolhardy and naive to imply that if there are no police records of violence in a certain area it never happened.** This flies in the face of history, diminishes those who lived that history and those Ministers, police, public servants and community members who worked hard to change that history. Regardless of that red herring about reporting there were indeed many violence reports in the Northern Beaches area around the time of Scott Johnson's death in 1988, some offenders were repeat offenders.

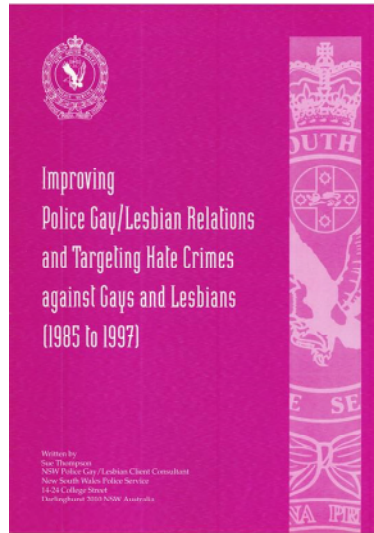
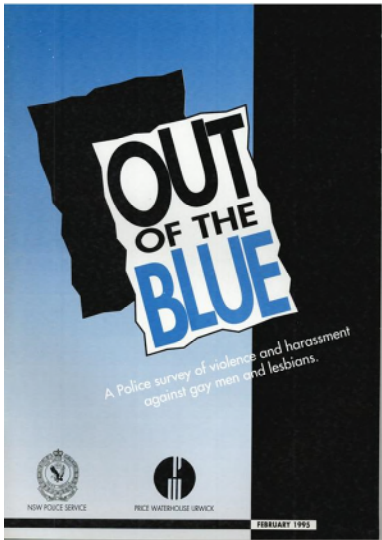
There is a significant disparity in the clear up rates for gay hate homicides before 1990 and those after. Scott Johnson died in the era when gay murders were 4 times less likely to be solved by Police.

From 1980-1989 there are 15 unsolved out of a total 32 possible gay hate related ie 46% are unsolved.

From 1990-1999 there are 6 unsolved out of a total 47 possible gay hate related ie 13% are unsolved.

The gay hate homicide clear up rate was nearly 4 times lower in the decade before formal police change began in 1990. It is time some amends were made for that disparity, in the rare cases where it still can be. Scott Johnson's case is one such case. Everyone should be on the same side here.

To quote young girl, Malala, awarded the Nobel Peace Prize "I raise up my voice – not so that I can shout, but so that those without a voice can be heard". Sue Thompson



Sue Thompson a lawyer by background was admitted to the NSW Bar in December 1979. From 1983 she worked in a range of government agencies where she developed investigation, policy, victimology, criminal profiling and research skills. She worked as an Investigation Officer for the NSW Ombudsman; Manager in the Department of Youth and Community Services, Coordinator Juvenile Offender Mediation and Reparation Scheme for the Attorney General's Dept, Mediator for the Community Justice Centres of the Attorney General's Department, Case Assessor for the NSW Victims of Crime Compensation Tribunal and as the NSW Police Gay/Lesbian Client Consultant.

In 1994 Sue's work in Police Service was awarded joint First Prize by the Australian Heads of Government for "Reducing Violence Crime & Fear in the Gay & Lesbian Communities". Her draft Policy on Gay/Lesbian Issues received a Premier's Certificate of Achievement. She assisted Police Services and human rights agencies in many places all over the world in addressing hate violence and improving police/gay/lesbian relations.