

# STATEMENT OF COMMITMENT FOR CULTURAL REFORM

The Senior Leadership Group (SLG) is strongly committed to an ethical, values-driven culture that embraces diversity; inclusion and mutual respect. Starting with us, we want to ensure that this is championed and practiced across the organisation. Whilst we all understand this as a moral imperative we must also appreciate that diversity and inclusiveness go to the heart of our capability as an effective, future-ready police organisation.

## The SLG recognises that:

- Increased workforce diversity in all its forms is fundamental to: our future capabilities and effectiveness; our ability to innovate and deliver; and our ability to properly represent the community we serve.
- Open and inclusive employment practices free from bias, maximises the attraction and retention of talented people from all groups within the community.
- Lack of respect for diverse groups and for diverse thinking, particularly by our leaders, diminishes innovation and creates a culture where workplace conflict, bullying and harassment can grow.
- Strong and courageous leadership at all levels of the AFP is vital to ensuring that the AFP builds and maintains a respectful, diverse and inclusive culture.

## Therefore as a member of the SLG I will:

- Proactively lead and champion a culture of diversity and inclusion and implement the recommendations of the Culture Change: Gender Diversity and Inclusion in the Australian Federal Police report in collaboration with colleagues.
- Model the behaviours I expect of others in my own behaviours and leadership.
- Identify, condemn and address behaviour which is not consistent with a culture of diversity, inclusion and respect.
- Advocate for, and implement, the changes that are required to support a safe and respectful workplace.
- Hold others to account for actions and decisions that are not consistent with a culture that embraces diversity, inclusion and respect.
- Take action to understand the effects of conscious and unconscious bias and remove this from my decision making.
- Seek feedback to understand and continuously enhance the impact of my own leadership.



**AFP**  
AUSTRALIAN FEDERAL POLICE

 Andrew Colvin Commissioner	 Michael Phelan Deputy Commissioner	 Ramzi Jabbour Deputy Commissioner
 Justine Saunders A/Deputy Commissioner	 Andrew Wood Chief Operating Officer	
 Sue Bird Chief Counsel	 Chris Black Chief of Staff	 Wayne Buchhorn Assistant Commissioner
 Michael Chew A/Assistant Commissioner	 Shane Connelly Assistant Commissioner	 Neil Gaughan Assistant Commissioner
 Peter Gunning Chief Financial Officer	 Ray Johnson Assistant Commissioner	 Rudi Lammers Assistant Commissioner
 Scott Lee Assistant Commissioner	 Ian McCartney Assistant Commissioner	 Mandy Newton Assistant Commissioner
 Craig Petrie A/National Manager	 Andrea Quinn A/Assistant Commissioner	 David Sharpe Assistant Commissioner
 Chris Sheehan A/Assistant Commissioner	 David Stewart A/Assistant Commissioner	 Matthew Varley Assistant Commissioner
 Simon Walsh A/National Manager	 Warwick Jones Executive Director AIPM	