s 22(1)(a)(ii)

From: s 22(1)(a)(ii)
Sent: Friday, 24 July 2026 12:27 PM
To:
Cc: s 22(1)(a)(ii)
Subject: 24 July 2026 – 11:30am – Hate Crimes Training Working Group – Meeting Notes [SEC=PROTECTED]

PROTECTED

D/Supt s 22(1)(a)(ii) please see the below meeting notes.

24 July 2026 – 11:30am – Hate Crimes Training Working Group – Meeting Notes

- Attendees:
  - CTHQ – D/Supt s 22(1)(a)(ii) D/a/Insp s 22(1)(a)(ii) D/Sgt s 22(1)(a)(ii)
  - ACTP – a/Supt s 22(1)(a)(ii) LSC s 22(1)(a)(ii) SC s 22(1)(a)(ii)
  - DEI – s 22(1)(a)(ii)
- D/Supt s 22(1)(a)(ii) provided a link to the COMBATTING ISLAMOPHOBIA Australian Government Response to the Special Envoy's National Response to Islamophobia. Referred to page 8 "undertake a stocktake of anti-racism and cultural sensitivity training within the Australian Federal Police, with a view to developing professional development resources focused on religious sensitivity."
- **Action Item:** D/Supt s 22(1)(a)(ii) will seek for L&D to be part of the stocktake of training.
- s 22(1)(a)(ii) – A learning needs analysis has been done for cultural learning. s 22(1)(a)(ii) s 22(1)(a)(ii)
- s 22(1)(a)(ii)
- s 22(1)(a)(ii) – An SBS Preventing Workplace Racism course has been uploaded to iAspire. This has a number of modules:
  - 1 Why Preventing Racism Matters
  - 2 What Can Individuals Do?
  - 4 Positive Duty On Racism
- In addition, there is one which has not been uploaded as it was to be subject to SBS evidence to the Royal Commission on antisemitism:
  - 3 Experiences Of Racism
- s 22(1)(a)(ii) – The SBS videos in these modules can be used individually within the AFP for other training, awareness and comms as part of our licence.
- **Action Item:** s 22(1)(a)(ii) (DEI) will confirm with SBS regarding when the 3 Experiences Of Racism material, which covers both antisemitism and Islamophobia, will be available.

Thank you to s 22(1)(a)(ii) for his input.

Regards,

s 22(1)(a)(ii)

DETECTIVE A/INSPECTOR s 22(1)(a)(ii)
COUNTER TERRORISM HEADQUARTERS
COUNTER TERRORISM COMMAND
Tel: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii)

AFP

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s 22(1)(a)(ii)

From: s 22(1)(a)(ii)
Sent: Friday, 24 July 2026 1:22 PM
To: s 22(1)(a)(ii)
s 22(1)(a)(ii)
Cc: s 22(1)(a)(ii); Office-of-CCTHQ
Subject: Hate Crimes Working Group 24 July 2026 [SEC=OFFICIAL:Sensitive]
Attachments: ag-response-special-envoy-combat-islamophobia.pdf

OFFICIAL: Sensitive

All,

Please note the readout and summary of actions items from the Hate Crimes Working Group meeting conducted on 24 July 2026 at 1130 hours.

Attendees:

- CTHQ – D/Supt s 22(1)(a)(ii) D/a/Insp s 22(1)(a)(ii), D/Sgt s 22(1)(a)(ii)
- ACTP – a/Supt s 22(1)(a)(ii) LSC s 22(1)(a)(ii) SC s 22(1)(a)(ii)
- DEI – s 22(1)(a)(ii)

Apologies:

- LDC: s 22(1)(a)(ii) and D/Supt s 22(1)(a)(ii)

Summary Notes of HCWG Meeting

s 22(1)(a)(ii)

Government response to the Special Envoy's Report on Combatting Islamophobia.

- D/Supt s 22(1)(a)(ii) noted that the Government had last week released its report on Combatting Islamophobia and as attached. There is a recommendation for the AFP under Education and Awareness at page 8 being:
  - **undertake a stocktake of anti-racism and cultural sensitivity training within the Australian Federal Police, with a view to developing professional development resources focused on religious sensitivity.**
- It was noted that ACTP, LDC, PC DEI and CT will all have to contribute towards undertaking the Enterprise assessment.
- **Agreed** for the HCWG meeting to reconvene next week to establish parameters around how to undertake and report on the stocktake deliverable.

PC Diversity Equity and Inclusion.

- s 22(1)(a)(ii) noted that DEI had delivered a learning needs analysis for cultural learning. s 22(1)(a)(ii)
s 22(1)(a)(ii)

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- An SBS Preventing Workplace Racism course has been uploaded to iAspire. This has a number of modules:
  - 1 Why Preventing Racism Matters
  - 2 What Can Individuals Do?
  - 4 Positive Duty On Racism
- In addition, there is one which has not been uploaded as it was to be subject to SBS evidence to the Royal Commission on antisemitism:
  - 3 Experiences Of Racism
- Two further SBS learning modules on antisemitism and islamophobia are nearing completion and have been subject of delays due to the RC. These will be available to AFP to host online and may fill a critical requirement in our learning continuum should ASECA material be delayed.
  - The videos in these modules can be used individually within the AFP for other training, awareness and comms as part of our licence.
- **Action Item**: s 22(1)(a)(ii) (DEI) will confirm with SBS regarding when the 3 Experiences Of Racism material, which covers both antisemitism and Islamophobia, will be available.

ACT Policing

- Supt s 22(1)(a)(ii) noted that ACTP had delivered significant first national cultural literacy training to strengthen informed policing practice. This will be a core component of reporting within the Combatting Islamophobia stocktake.
- SC s 22(1)(a)(ii) noted earlier comments around VR training and informed the WG that there was likely VR capability in s 47E(d)
- VR was discussed in the context that ASECA raised with the AFP whether we had a capability s 33(a)(iii) s 33(a)(iii)
- **Action Item:** LDC to provide advice on AFP VR capabilities.

The next meeting will be scheduled to maximise attendance next week.

Thank you,

s 22(1)(a)(ii)

DETECTIVE SUPERINTENDENT s 22(1)(a)(ii)
COUNTER TERRORISM CAPABILITY
COUNTER TERRORISM COMMAND
Tel: s 22(1)(a)(ii) Ext s 22(1)(a)(ii) Mob: s 22(1)(a)(ii)

AFP

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From:	s 22(1)(a)(ii)
To:	
Cc:	CT-Training; s 22(1)(a)(ii)
Subject:	Hate Crimes Working Group and Government response to Combatting Islamophobia. [SEC=PROTECTED]
Date:	Tuesday, 30 June 2026 4:21:55 PM
Attachments:	image001.gif
Importance:	High

PROTECTED

s 22(1)(a)(ii) s 22(1)(a)(ii)

This email provides advice on two aspects s 22(1)(a)(ii) s 22(1)(a)(ii) and secondly on associated **AFP actions required arising** from the Australian Government Response to the Special Envoy's National Response to Islamophobia – 'Combatting Islamophobia'.

Hate Crime Working Group

s 22(1)(a)(ii)

As noted above, the Australian Government Combatting Islamophobia response will soon be released for which there are AFP required actions outlined below. s 22(1)(a)(ii)

s 22(1)(a)(ii)

Combatting Islamophbia

The final version of the Australian Government Response (AGR) whilst available on CabNet under limited distribution will soon be released. Within the report, there are a number of commitments with respect to training delivery and a **specific outcome as highlighted in blue below for the AFP**. The report in part states:

The Government is also committing to work with the Special Envoy and other subject matter experts, including those with lived experience of Islamophobia to:

- promote and provide access to APS-wide cultural competency learning resources, including resources that address discrimination and Islamophobia for all APS staff, including legal professionals in the Attorney-General's Department and other legal practitioners.
- incorporate training into professional development programs for parliamentarians and their staff to better enable them to identify and respond to Islamophobia
- undertake a stocktake of anti-racism and cultural sensitivity training within the Australian Federal Police with a view to developing professional development resources focused on religious sensitivity

I would flag that although the AFP item is in relation to a stocktake, any professional development resources that we may look to develop as a separate activity following the completion of the stocktake could have linkages to the first measure listed above on APS-wide cultural competency learning resources that the APSC will promote and provide access to. It is unclear how much work the APSC will be able to do in this space as they do not seem to be provided with funding for it but something to keep an eye out for as our work progresses.

Noting the above, the Hate Crimes Working Group would seem a natural fit to deliver this stocktake.

In anticipation of Government reporting requirements, it would be good to commence this task with a view towards the Hate Crimes Working Group consolidating a final response.

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Thanks

s 22(1)(a)(ii)

DETECTIVE SUPERINTENDENT s 22(1)(a)(ii)
COUNTER TERRORISM CAPABILITY
COUNTER TERRORISM COMMAND
Tel: s 22(1)(a)(ii) Exts 22(1)(a)(ii) Mob: + s 22(1)(a)(ii)

Australian Federal Police

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From:	s 22(1)(a)(ii)
To:	
Cc:	CLT-Coordination
Subject:	Islamophobia Hate Crime Discussion [SEC=PROTECTED]
Date:	Tuesday, 16 June 2026 1:10:07 PM
Attachments:	image001.gif

PROTECTED

Hi all,

s 22(1)(a)(ii)

Mr Aftab Malik's 2025 Special Envoy to Combat Islamophobia report - A National Response to Islamophobia: A Strategic Framework for Inclusion, Safety and Prosperity provided 54 recommendations.

Police combat Islamophobia through specialized ***hate crime units****,* ***cultural competency training****, and* ***community liaison officers*** *who consult with mosques and advocate for social cohesion. Officers rely on these partnerships to investigate threats, protect places of worship, and encourage the public to report discrimination.*

Balancing National Security: A focal point of the envoy's recommendations is reviewing counter-terrorism laws to ensure they do not unintentionally stigmatize the Muslim community. The report recommends forming a Muslim advisory panel to advise authorities on the community impact of national security applications.

Key strategies used by law enforcement include:

- ***Community Liaison Teams:*** *Dedicated units (such as the Australian Federal Police Community Liaison Teams) work directly with local Muslim communities to build trust, share counter-terrorism consultations, and assist with grant funding for community safety.*
- ***Hate Crime Tracking & Investigation:*** *Police utilize specialized units to monitor and prosecute anti-Muslim hostility and have increasingly partnered with organizations like the Islamophobia Register Australia to understand behavioural patterns.*
- ***Sensitivity Training:*** *Front-line officers increasingly undergo anti-discrimination training to understand religious and cultural diversity.*
- ***Site Protection:*** *Law enforcement coordinates with institutions like Action Against Islamophobia to install security arrangements and increase patrols around mosques, particularly during high-attendance periods.*

10*. Work with the Australian Federal Police and state and territory police agencies to improve data collection on hate crimes, including those motivated by Islamophobia*

11*. Working in partnerships with states, territories and local government, provide grants that specifically aim to combat Islamophobia and strengthen social cohesion. These community grants must be evaluated, leveraging the research capacity mentioned above. These should include, but not be restricted to:*

a. community education programs
b. youth engagement projects
c. media monitoring, advocacy and literacy campaigns
d. community safety initiatives
e. arts, cultural festivals and activities
f. conflict resolution programs
g. interfaith initiatives
h. documentary production grants to highlight the lived experiences, histories and contributions of Muslim Australians, as well as stories highlighting positive intergroup contact, journeys out of prejudice and Islamophobia, and of coming together to combat prejudice

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i. social media initiatives that counter Islamophobic narratives and promote inclusive online communities

j. digital storytelling projects that empower Muslim voices and foster empathy across diverse audiences

k. grants for online platforms that support peer education, reporting of online hate and community resilience

l. partnerships with tech companies (large and small) to develop tools and campaigns addressing Islamophobia in digital spaces

m. awareness programs for security agencies.

***12**. Address the role of foreign actors and domestic affiliations in spreading Islamophobic content as part of broader foreign influence operations.*

***13**. Establish a position of Liaison to Muslim communities within the National Emergency Management Agency to embed tailored programs for Muslim communities within universal disaster risk reduction, response and recovery services to minimise barriers to access and also reduce Islamophobia linked to specific emergency events.*

***14**. Expand existing bystander training to include capacity-building for frontline practitioners, workers and teachers to recognise and respond to Islamophobic incidents.*

***15**. Mandate compulsory religious sensitivity training for all Australian Federal Police officers, similar to domestic violence and family violence–related training, to:*

a. better identify Islamophobic hate crimes

b. improve handling of complaints of Islamophobic hate crime incidents

c. create a national network of hate crime subject matter experts within the Australian Federal Police, which will also examine how to improve developing trust and encouraging Islamophobic reporting to police.

Happy to discuss further if appropriate.

Regards

s 22(1)(a)(ii)

s 22(1)(a)(ii)
COMMUNITY LIAISON TEAM COORDINATION
COUNTER TERRORISM COMMAND
Tel: s 22(1)(a)(ii) Ext:s 22(1)(a)(ii)

Australian Federal Police

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s 22(1)(a)(ii)

From: s 22(1)(a)(ii)
Sent: Tuesday, 9 June 2026 9:14 AM
To: s 22(1)(a)(ii)
Subject: RE: URGENT response for Cab Sub [SEC=PROTECTED, CAVEAT=SH:CABINET]

PROTECTED//CABINET

Sir,

No, I have not previously been advised either of the below measures.

s 22(1)(a)(ii)

D/SG s 22(1)(a)(ii) *HE/HIM)*
Writing to you from Ngunnawal Country
CT TRAINING TEAM
COUNTER TERRORISM COMMAND
Tel: s 22(1)(a)(ii) Ext s 22(1)(a)(ii)

AFP

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From: s 22(1)(a)(ii) afp.gov.au>
Sent: Friday, 5 June 2026 9:24 AM
To: s 22(1)(a)(ii) @afp.gov.au>; s 22(1)(a)(ii) @afp.gov.au>; s 22(1)(a)(ii) s 22(1)(a)(ii) @afp.gov.au>
Cc: s 22(1)(a)(ii) @afp.gov.au>
Subject: URGENT response for Cab Sub [SEC=PROTECTED, CAVEAT=SH:CABINET]
Importance: High

PROTECTED//CABINET

All,

For urgent advice, yes or no please.

Have we previously been advised of any of the below measures which are currently included within the current cabinet submission for the government response to the Special Envoy report on Islamophobia.

The following measures have been included but as cost neutral measures, or already funding from existing funding.:

Theme	Department	Description	Funding Source
Education and Awareness	Australian Federal Police	Undertaking a proactive stocktake of anti-racism and cultural sensitivity training within the Australian Federal Police with a view to developing professional development resources focused on religious sensitivity to support continual improvement.	N/a
Education and	Australian Federal Police	Work with the Special Envoy, through the Department of Home Affairs, to develop	N/a

Awareness		guidance for law enforcement and justice professionals, to promote appropriate understanding of Islamophobia, and to help ensure that further education and training initiatives are informed by a thorough, and consistent understanding of the relevant issues.	

Thanks

s 22(1)(a)(ii)

DETECTIVE SUPERINTENDENT s 22(1)(a)(ii)
COUNTER TERRORISM CAPABILITY
COUNTER TERRORISM COMMAND
Tel: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii) Mob: s 22(1)(a)(ii)





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