



Anti-Racism Strategy

Northern Territory Police Force

Phase One

2025–2027



OUR MISSION

To serve and protect

OUR VISION

A safer Territory

The Northern Territory Police Force commits, in partnership with Aboriginal Territorians to:

Serve and Protect

PRIORITY STATEMENT

The Northern Territory Police Force serves and protects Aboriginal Territorians.

Commitments

We will:

- deliver a stable, trusted and professional policing presence for all Territorians that serves and protects Aboriginal Territorians with respect and empathy
- ensure support and information is accessible to Aboriginal victims who are under-served and over-represented in the justice system
- be conscious and willing to address racism in all its forms
- empower Aboriginal communities to address and reduce crime
- strengthen processes to receive and investigate racism complaints from Aboriginal Territorians
- partner with Aboriginal Territorians to rebuild and strengthen relationships.

Outcomes

- 1 A respected and trusted police force by Aboriginal Territorians.
- 2 Aboriginal victims of crime are protected and supported by police.
- 3 A police force with strengthened partnerships and relationships with Aboriginal Territorians.

Eliminate Racism

PRIORITY STATEMENT

The Northern Territory Police Force applies the law without fear, favour or racism.

Commitments

We will:

- prioritise engagement first and enforcement second to deliver on community policing
- strengthen our partnership with Aboriginal Territorians to develop community-based solutions to keep communities safe and reduce crime
- improve our understanding of the impacts of disadvantage and intergenerational trauma
- apply the law without fear and favour to eliminate systemic racism, racial profiling, and other forms of discrimination in policing towards Aboriginal Territorians
- review our data and intelligence, its collection and analysis to identify how it contributes to systemic racism and over-policing
- develop tools and skills for our employees to identify racism and understand the role and intent of police discretion
- deliver anti-racism training to all employees.

Outcomes

- 1 A police force that delivers on community policing.
- 2 Respectful and equitable actions are applied by our police force towards Aboriginal Territorians.
- 3 A skilled police force that identifies and is equipped to address racism and over-policing.

Represent and Reflect our Territory

PRIORITY STATEMENT

The Northern Territory Police Force reflects and understands all Territorians it serves.

Commitments

We will:

- create, strengthen and maintain a workplace that is safe and inclusive especially for Aboriginal employees
- develop and deliver an Aboriginal Employment and Leadership Strategy
- provide opportunities for Aboriginal employees to thrive and lead within our workforce
- increase opportunities for young Aboriginal Territorians to access our Cadet and Junior Police Ranger programs
- ensure Aboriginal employees cultural needs are respected
- accept that previous policing practices have led to distrust of police by Aboriginal Territorians
- restore and build trust and confidence with Aboriginal Territorians to deliver an effective and professional police force
- implement intergenerational trauma informed practices into our workforce.

Outcomes

- 1 A workforce where Aboriginal employees are recruited, trained, retained, and provided with support and leadership opportunities, where Aboriginal culture, skills and talents are valued and celebrated.
- 2 An anti-racist and trauma informed police force that has the trust and confidence of Territorians.
- 3 A police force with non-racist policies, practices, procedures, actions and training.

Be Accountable

PRIORITY STATEMENT

The Northern Territory Police Force is accountable for delivering on its Anti-Racism Strategy.

Commitments

We will:

- engage and inform our employees and all Territorians on our Anti-Racism Strategy
- remodel Cultural Reform Command to ensure ownership and transformation of the entire NTPF with our Anti-Racism Strategy and Action Plans
- facilitate opportunities for Aboriginal Territorians to provide feedback on our police force
- improve Aboriginal Territorians' access to and confidence in our complaint systems
- work with other agencies, service providers and stakeholders to reduce racist interactions with Aboriginal Territorians and police
- embed anti-racism principles into our decision-making
- be accountable for anti-racism in our agency by adhering to the Northern Territory Police Force Code of Conduct and Ethics and Public Service Code of Conduct in our interactions with Aboriginal Territorians.

Outcomes

- 1 A police force that has delivered on our Anti-Racism Strategy.
- 2 An accountable police force and public service held to our Codes of Conduct and Ethics.
- 3 A racially literate police force.