

# Commissioner's Message



It is heartwarming for me as Commissioner that job satisfaction is most often mentioned when I talk to people in the AFP. The AFP is called on to do important work that is at the core of Australia's national interests. The high standards and reputation of the AFP is a reflection on the people in the AFP family that accomplish this work.

This edition highlights just some of the people in the AFP and the extraordinary achievements that emerge from the AFP team. It is important that we recognise achievements – and there are many formal awards that do reward individual and collaborative efforts. But sometimes the best award is an email, a pat on the back from a colleague or supervisor and the simple recognition and self-awareness of a job well done.

Of course, there is always more to do. On 22 August, former Sex Discrimination Commissioner Elizabeth Broderick and I released *Cultural Change: Gender Diversity and Inclusion in the Australian Federal Police*. It is not an easy document for me to read. While the report identifies many positives, it also identifies that there is still a need to change the culture of the AFP to reflect a modern, progressive and inclusive organisation.

The lead feature for this edition articulates the AFP's first steps to chart a course for the future. Assistant Commissioner Ray Johnson will head the new Reform, Culture and Standards Division for the job ahead. I know that the organisation wants change, and I am also sure that the AFP is equal to the challenge. This work is critical to the success of the AFP.

We have a great foundation to build on. The extended features on Operation Arew demonstrate the quality and commitment of our people. Now more than two years on from the MH17 tragedy in the Ukraine, the articles reflect on the challenging circumstances that AFP members faced. It is important to note that we are still there and contributing to the investigation.

This edition also highlights some incredible milestones in the lives of AFP members. Congratulations are in order for Federal Agent Fraser McKenzie who achieved his personal ambition to reach the summit of Mt Everest. Congratulations also go to Sydney Office member Natasha Horne who achieved a world record with Australian team, the Veloroos, in the 4828km Race Across America.

We should, rightly, feel proud of these diverse achievements – and the positive messages they send about our organisation, both at home and abroad. The future AFP will continue to be an inclusive place, a safe place – where talent and dedication are encouraged and rewarded.

As we actively set out to enhance the diversity of our workforce and build on our capabilities, let us embrace the challenging, the unfamiliar, the uncomfortable, because – put it plainly – it is the right thing to do.

A handwritten signature in black ink, appearing to be 'A. Colvin'.

Commissioner Andrew Colvin