DIVERSITY AND INCLUSION IN EMERGENCY MANAGEMENT: FROM POLICY TO PRACTICE

Photos: Courtesy of Queensland Fire and Rescue Service, The Country Fire Authority (Victoria), Fire and Rescue New South Wales and Bigstock

Celeste Young | Victoria University
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Working from the inside out

Our research is collaborative, end-user led and transdisciplinary; we use:
- Systemic assessments
- Ongoing communication, feedback and translation
- Iterative and reflexive processes.

Our focus: decision making – policy and practice and how the research is going to be used.

(Tasks of implementation-based research, Young. C 2016)
## Our team

### Research team
- Professor Roger Jones, VU
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- Neelam Maharaj, VU
- Dr Craig Cormick, thinkoutsidethe
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### The engine room
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- Wayne Phillips, FRNSW
- Heather Larkin, IGEM
- Claire Cooper, EMV
- Lisa Jones, (formerly EMV)
- Sonja Braidner (Formerly EMV)
- Kristine Wendtman, RFNSW
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- Kelly Martin, Yosemite National Park, USA
- Dr Dave Baigent, Fittingin, UK
- Women and Firefighting Australasia

### End users organisations
- Fire and Rescue, Victoria
- Emergency Management Victoria
- Inspector General Emergency Management, Victoria
- State Emergency Service, New South Wales
- South Australian Metropolitan Fire Service
- State Emergency Service, South Australian
- Department for Health and Wellbeing, South Australia
- Department for Environment and Water, South Australia
- Queensland Fire and Emergency Services
- Rural Fire Services, New South Wales
- Fire and Rescue, New South Wales
- Department of Fire and Emergency Services, Western Australia
- Northern Territory Fire and Rescue Service
- Tasmanian Fire Service
- Lifesaving Victoria
Our communities are changing and so are the risks they experiencing
overwhelmed
frustrated
anger
horrorified
apathy
overwhelming
fear
short-sighted
seen that before
opportunity
missed opportunity
human and social risk
So what is at risk?

Community and organisational safety and wellbeing

D&I-related risk categories (direct or indirect), the major capitals at risk and risk examples (Young & Jones 2019)
The economic assessment of FRNSW IFARES program found an estimated $8 million economic benefit to the community, with a benefit cost ratio of 20 to 1 and a range of invaluable intangible benefits.

(Maharaj and Rasmussen 2020)
Diversity is what creates the change. Inclusion is how you manage it.
Into policy & practice

Diversity and inclusion framework components (Young and Jones 2020)
The long road to transformation

Phases of the Diversity and inclusion transformation process (Young et al 2018)
Social infrastructure and innovation

Diversity and inclusion framework components (Young and Jones 2020)
Embedding and linking to tasks

Key activities that support embedding diversity and inclusion risk into existing systems (Young and Jones 2020)
• Statements of inclusion
  NOT statements about inclusion

• Visibility

• It is about how you get there
When things get tough just remember, keep standing together and hold the line.
Thank you

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Research reports can be found at