



# Encouraging more women to join Emergency Services and Diversity and Inclusion initiatives in FENZ



# Our Journey...

Fire and Emergency was formed in July 2017 and brought together 14,000 people across 40 different organisations – all with different cultures and ways of doing things...



  
everybody in one canoe with no exception  
He waka eke noa

# Recruitment can be viewed in 2 parts:

## Part One - Attracting the right people to the organisation

- *How is the organisation viewed by our diverse populations?*

## Part Two - Knowing who your existing members are and what their perception and experience of the organisation is

- *Attracting Diversity to the organisation is the first challenge, the second challenge is ensuring they have a good experience*

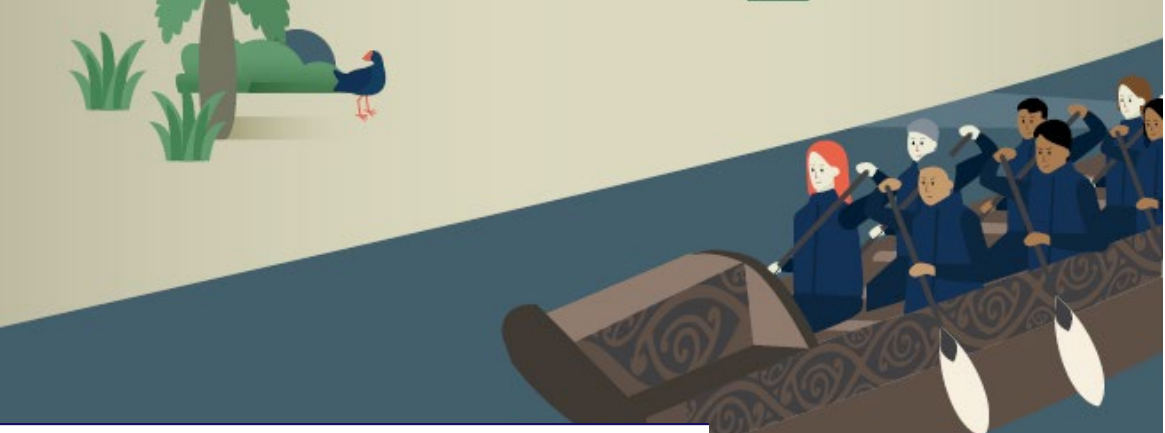




# Our journey to creating a positive workplace culture



Taking Stock: National Workplace Culture Hui



Policy to address bullying, harassment and victimisation

*Behaviours and conduct office*

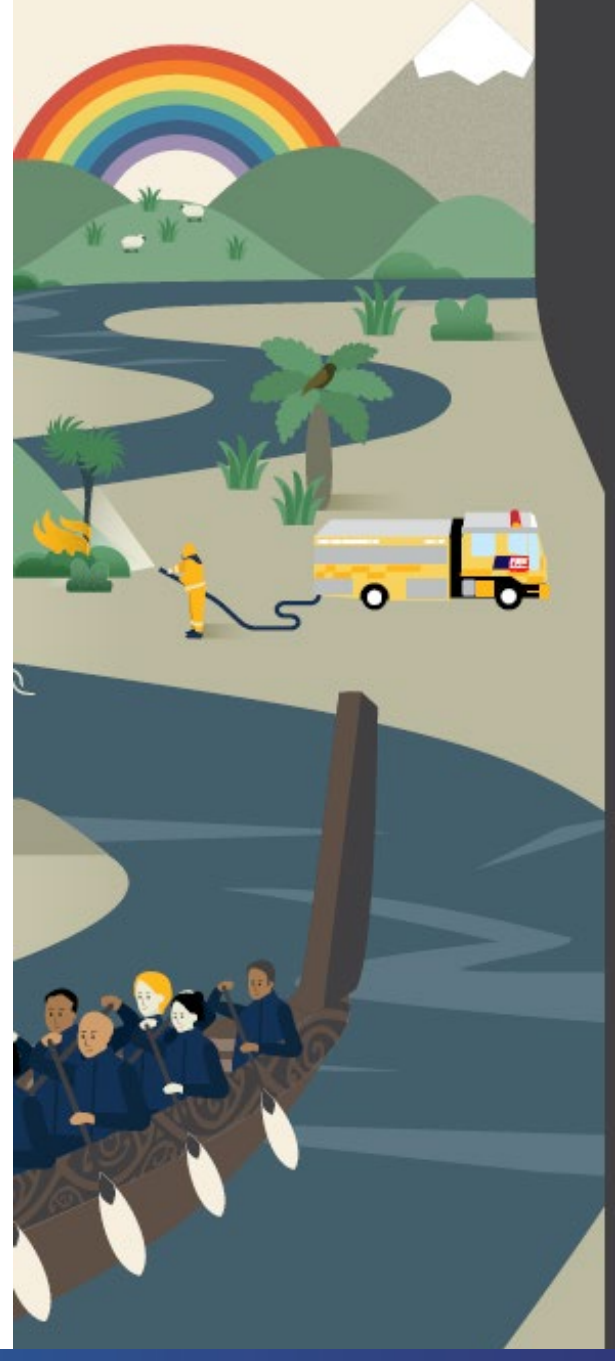
*Shared Code of Behaviour*

*Living our values*

*Support for our people*

*Bullying & Harassment Complaints process*

*Policies and procedures*



National Rollout for Respect Workshops



WHAKARATONGA IWI

**FIRE**  
**EMERGENCY**

NEW ZEALAND

Questions please ?

[fireandemergency.nz](http://fireandemergency.nz)