DIVERSITY AND INCLUSION: BUILDING STRENGTH AND CAPABILITY

Celeste Young, Bruce Rasmussen
Victoria Institute of Strategic Economic Studies, Victoria University
WORKING FROM THE INSIDE OUT

Integration into end user context

Review and testing

Development of output

Knowledge collection & synthesis

Co-design

End user context

End user need

The phases of implementation based research as a series of tasks, Young, C. (2016).
THE TEAM

Researchers

- Professor Bruce Rasmussen VU
- Celeste Young VU
- Dr Joanne Pyke VU
- Dr Craig Cormick, Consultant
- Professor Roger Jones VU
- John Beard, Gloucestershire Fire and Rescue Service, UK

End Users

- State Emergency Service, New South Wales
- South Australian Metropolitan Fire Service
- State Emergency Service, South Australian
- 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
- Metropolitan Fire Brigade, Melbourne
- Country Fire Authority, Victoria
- Emergency Management Victoria

bnhcrc.com.au
THE CHANGING CONTEXT

- Increasing nature and costs of natural hazards
- Changing demographics
- New technologies
- Finite resources
WHY IS DIVERSITY IMPORTANT?

Organisational sustainability
Service delivery
Resilience
Innovation
KEY END-USER NEEDS

To be able to present more effectively the case for diversity.

To understand the opportunities and barriers.

Identify the levers for integrating diversity and inclusion across organisations.

To change the current narrative.

To be able to measure the effectiveness of diversity and inclusion actions and programs.
RESEARCH STRUCTURE

Phase 1 (12 months)
Understanding the context

Phase 2 (12-24 months)
Development of the framework

Phase 3 (24-36 months)
Testing, finalisation and utilisation.
RESEARCH AREAS

Economics

Community

Organisations

Drivers and context
DECISION MAKING CONTEXT

Values
• What are the predominant economic and social values which support diversity?

Narratives
• How do these shape the diversity narratives?

Decisions
• How do these values and narratives shape the decision-making context and content and how can they be used?
KEY RESEARCH ACTIVITIES AND OUTPUTS

Values and attitudes survey

3 case studies

A guidance framework to support implementation of diversity and inclusion and measure its effectiveness.

Community of practice event in partnership with AFAC.
THANK YOU

Professor Bruce Rasmussen
Bruce.rasmussen@vu.edu.au

Celeste Young
Celeste.young@vu.edu.au
Twitter: @ckyoung01