

Diversity and inclusion: Building strength and capability

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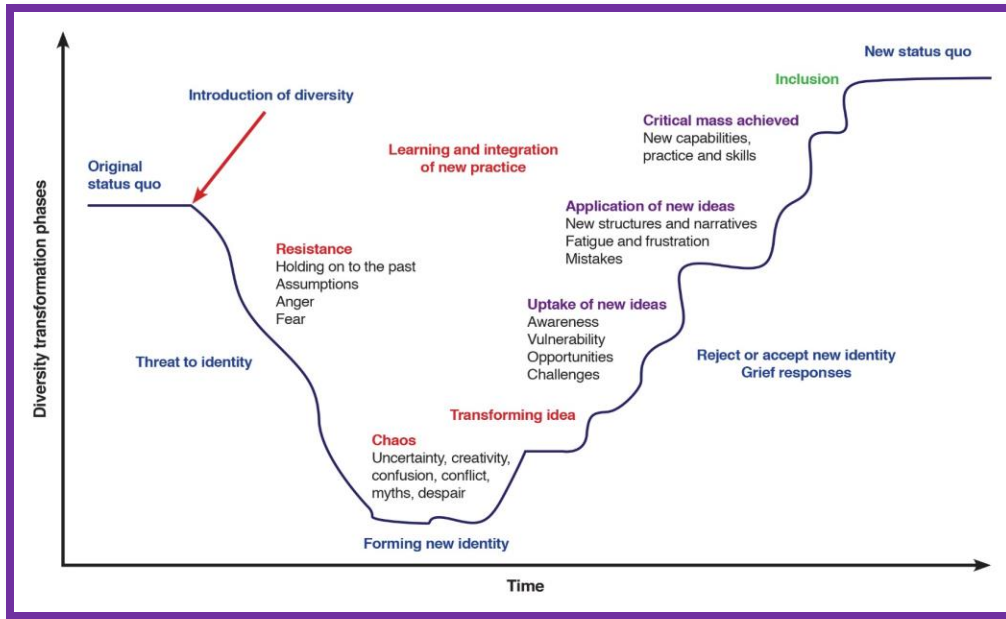


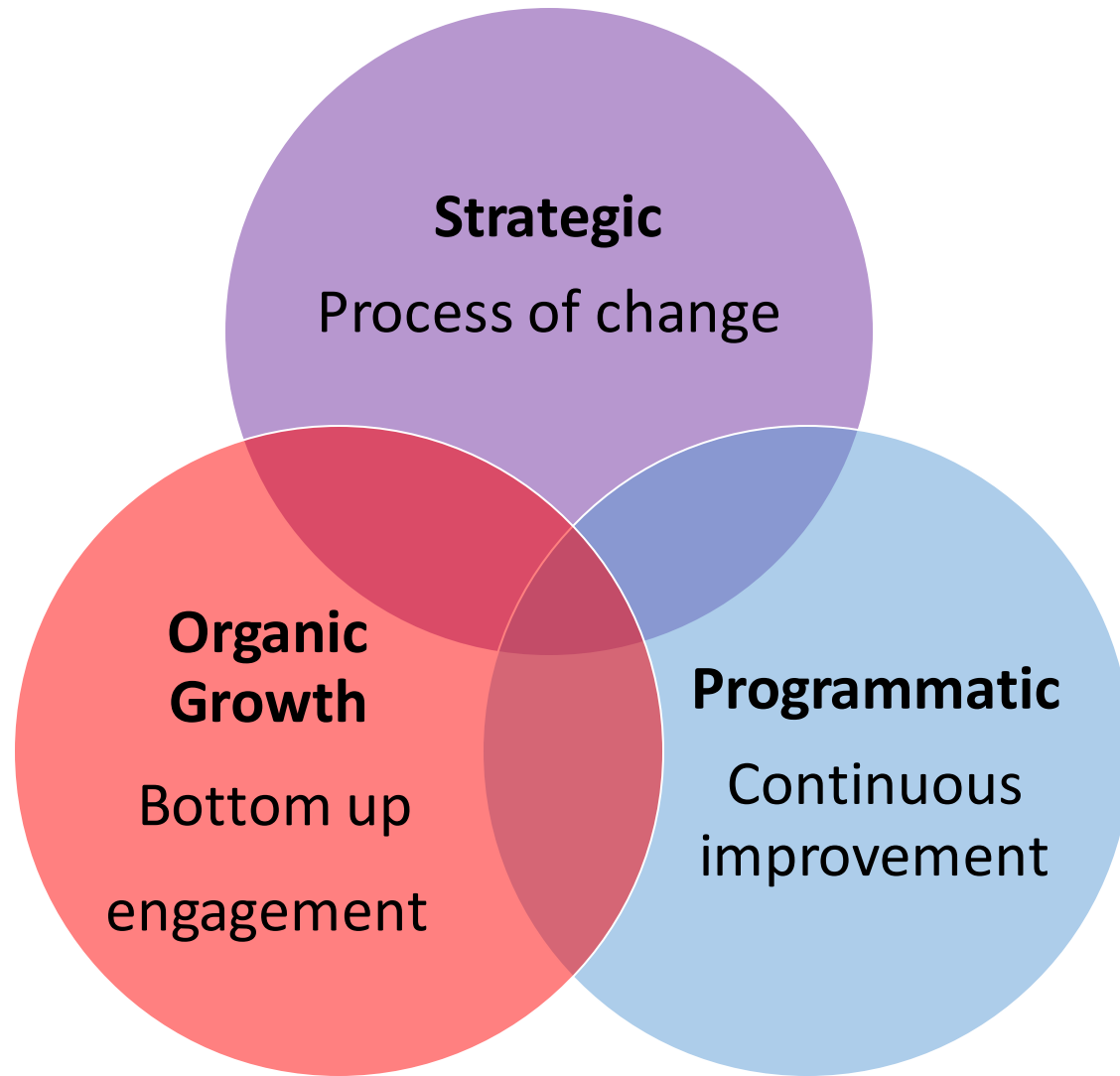
Australian Government
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Findings

- Inclusion is the key
- There are lots of gaps – cultural, measurement and knowledge
- D&I is part of organisational change and transformation
- Acknowledge the past and envisage the future
- Response vs diversity and inclusion
- D&I attributes, skills and capabilities need to be identified, developed, valued and rewarded
- It is a pervasive risk - it is EM core business





The framework

for diversity and inclusion
management and measurement

Three processes that link strategy and
task with innovation and change



Use to date

BUILDING CAPABILITY IN EMERGENCY SERVICES: DIVERSITY AND INCLUSION IN COMMUNITIES

Dr Joanne Pyke
Institute of Sustainable Industries and Livable Cities (ISILC), Victoria

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THE LONG ROAD: BUILDING EFFECTIVE DIVERSITY AND INCLUSION IN EMERGENCY MANAGEMENT ORGANISATIONS

Case study synthesis and draft framework

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DIVERSITY AND INCLUSION: BUILDING STRENGTH AND CAPABILITY LITERATURE REVIEW

Celeste Young, Joanne Pyke, Neelam Maharaj, Bruce Rasmussen and Roger Jones
Victoria University

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SHAPING THE NEW NORM: Wafa Conference 2018 Evaluation and Qfes Workshop Synthesis

Celeste Young, Joanne Pyke and Quinn Cooper
EOL 18

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Effective diversity in emergency management organisations: the long road

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Introduction

Emergency management organisations are also responding to increasingly globalised and interconnected and changing landscapes. These organisations are showing greater lengths in strategic planning and understanding their strategic planning of economic, social and environmental values. This requires the support of skills from traditional and non-traditional backgrounds for the organisations' present and future needs (Bullfinch and Natural Hazards CRC, 2018).

Project background

The Diversity and Inclusion: Building strength and capability project began in July 2017. During the ongoing phase, evidence consultation research has

COMMUNITY VALUES SURVEY

Diversity and inclusion: building strength and capability

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CHANGING CAPABILITIES OF EMERGENCY SERVICE ORGANISATIONS

Case study synthesis

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DIVERSITY AND INCLUSION: BUILDING STRENGTH AND CAPABILITY

Non-peer reviewed research proceedings from the Bullfinch and Natural Hazards CRC & AFAC Conference Perth, 5-4 September 2018

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HAZARDS CRC

HAZARD NOTE

MAKING DIVERSITY AND INCLUSION THE NEW NORMAL IN EMERGENCY SERVICES

ABOUT THIS PROJECT

The research has considered the progress of the Bullfinch and Natural Hazards CRC project 'Diversity and Inclusion: Building Strength and Capability' which began in 2017. The project involves a '90 degree view' of diversity and inclusion practices and understanding within emergency management organisations. The research has been organisational, contextual and community-based, and provides a basis for developing a draft diversity and inclusion framework. The report also covers the organisational context of the research above.

AUTHORS

Celeste Young and Prof Roger Jones, Victoria University, for their leadership and coordination of the research.

SUMMARY

It is widely acknowledged that the emergency services sector is not well equipped to deliver the capabilities and outcomes that are needed to meet the challenges of the 21st century. This is due to a number of factors, including the sector's history of being male-dominated and white-dominated, and the fact that the sector has not been able to attract and retain a diverse workforce. This research project has been undertaken to explore the challenges and opportunities for the sector to become more inclusive and to build a diverse workforce. The research has been organisational, contextual and community-based, and provides a basis for developing a draft diversity and inclusion framework. The report also covers the organisational context of the research above.

CONTEXT

The research project has been undertaken as part of the overarching transformation of the emergency services sector. The research has been undertaken to explore the challenges and opportunities for the sector to become more inclusive and to build a diverse workforce. The research has been organisational, contextual and community-based, and provides a basis for developing a draft diversity and inclusion framework. The report also covers the organisational context of the research above.

BACKGROUND

The research project has been undertaken as part of the overarching transformation of the emergency services sector. The research has been undertaken to explore the challenges and opportunities for the sector to become more inclusive and to build a diverse workforce. The research has been organisational, contextual and community-based, and provides a basis for developing a draft diversity and inclusion framework. The report also covers the organisational context of the research above.