Male Champions of Change
Fire and Emergency Group
Background and findings

Challenges
Diversity and inclusion is complex
No transparent or consistent reporting
Lack of published research specific to our industry in Australia and New Zealand
Language needs to be recognised
To make change: leadership, ownership and co-designed solutions are required

Towards Change
Short and long term strategies
Reporting framework with targets and performance indicators to embrace accountability
Be seen to be taking action

Recommended
Leadership, ownership and buy-in
Reporting
Deeper understanding
Inclusive language
Developing industry capability
Utilisation – MCC Fire and Emergency sector wide group

Purpose statement

“Advance gender equity, inclusive cultures and achieve significant and sustainable improvements in the representation of women in our workplaces, including senior leadership positions amongst our paid staff and volunteers.”

Listen and learns sessions

• Inclusive Leadership
• Flexible Workplaces
• Talent development
• Communications
• Community
• Systems
• Reporting
Potential

• Develop a comprehensive shared vision and articulation of the case for change on gender representation, diversity and inclusion in Fire and Emergency.

  Expectations (Human Rights, Workplace, Community)

  Capability (Incident Management, Talent Pool, Community reflection, Workforce wellbeing)

• “Local Champions of Change” initiative, leveraging work underway across the MCC Coalition

• MCC Coalition’s collective response to sexual harassment and developing template policies and processes for use by the sector

• Consolidating reporting processes (e.g. to fully participate and be benchmarked the 2019 MCC Impact Report) and publicly reporting outcomes in 2019.