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HAZARDSCRC

DIVERSITY AND INCLUSION: BUILDING STRENGTH AND CAPABILITY

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Australian Government
Department of Industry,
Innovation and Science

Business
Cooperative Research
Centres Programme


**VICTORIA
UNIVERSITY**
MELBOURNE AUSTRALIA

THE TEAM

Researchers

- Professor Bruce Rasmussen VU
- Celeste Young VU
- Dr Joanne Pyke VU
- Dr Craig Cormick
- Professor Roger Jones VU
- Neelam Maharaj VU

- John Beard, Fire and Rescue Gloucestershire, UK
- Sustainable volunteering project

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
- Department of Environment, Land, Water and Planning, Victoria
- Inspector General for Emergency Management, Victoria

RESEARCH AREAS



RESEARCH PHASES

Phase 1 (12 months)
Understanding the context

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

Phase 3 (24-36 months)
Testing, finalization and utilization.

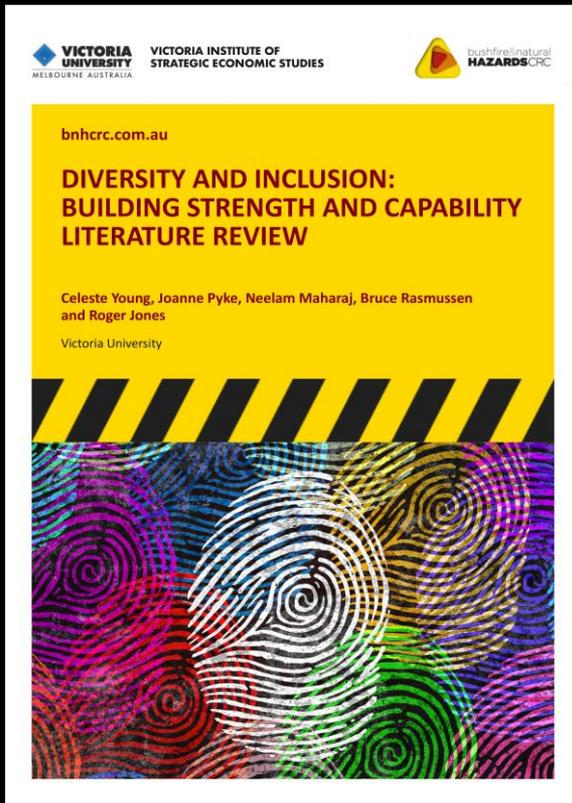
RESEARCH

KEY RESEARCH ACTIVITIES AND OUTPUTS



- Community survey
- 586 spatial maps
- Literature review
- Organisational scans
- 21 community interviews
- Desk top of review for changing capabilities

LITERATURE REVIEW -ECONOMIC



Organisational

Economic

Community

LITERATURE REVIEW - ORGANISATIONAL

“ Effective diversity is the result of interactions between organisations and individuals that leverage, value and build upon characteristics and attributes within and beyond their organisations to increase diversity and inclusion; resulting in benefits that support joint personal and organisational objectives and goals, over a sustained period of time”.

COMMUNITY SURVEY

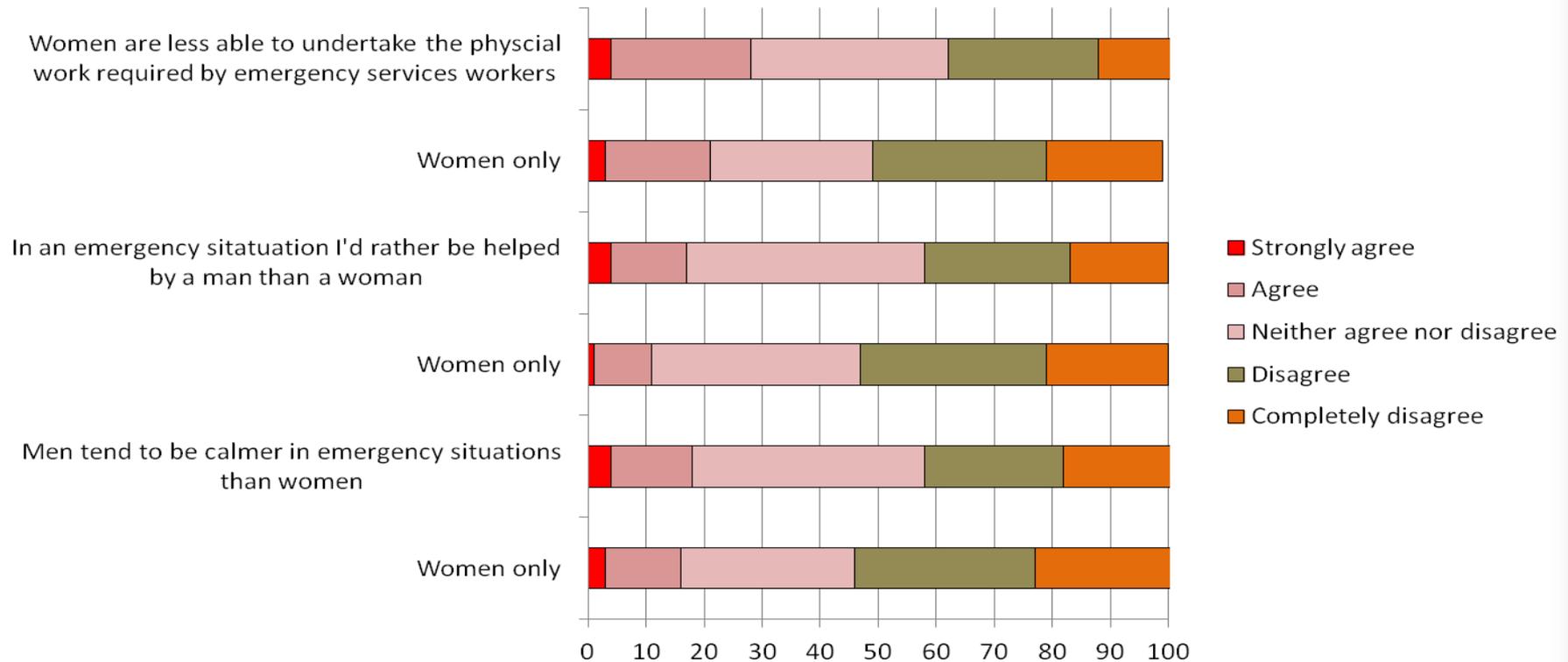


10 minute community survey
539 people across NSW, South
Australia, Queensland and
Victoria.

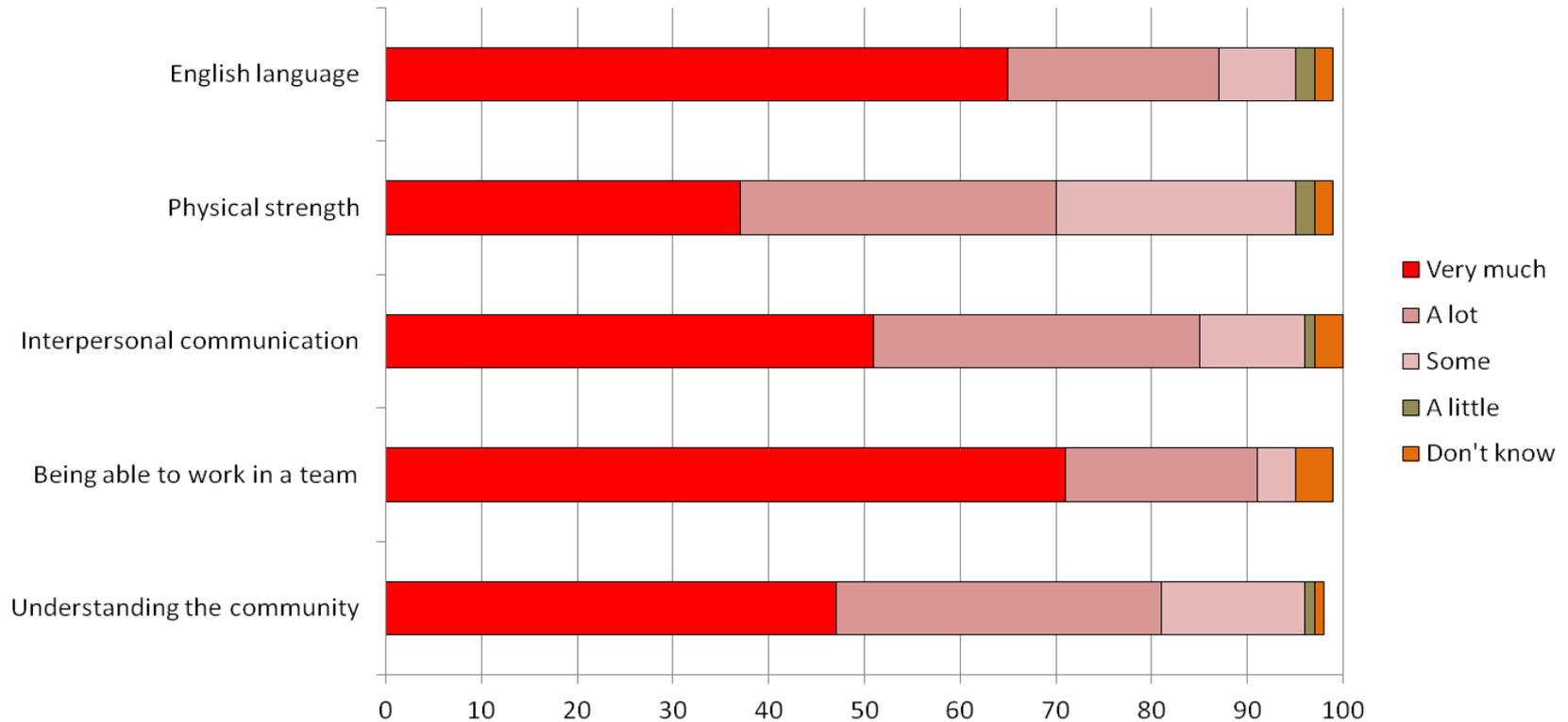
Values of interest to
Emergency Services

Benchmarked against world
values survey

14. How much do you agree with the following statements?



15. How important do you think the following capabilities are for emergency services workers?



CASE STUDY SCANS



- 34 interviews across the 3 case studies
- Policy, strategy and Annual Report assessment – capabilities over the last 10 years
- Visual audit of the website
- Initially one report – now three separate reports
- Finalising SASES review

EARLY FINDINGS CASE STUDIES



- Tensions between tactical and strategic decision making and skills
- Diversity of organisational cultures within EMS organisations
- Discomfort and misunderstanding

EARLY FINDINGS CASE STUDIES



THANK YOU

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