



# DIVERSITY AND INCLUSION: BUILDING STRENGTH AND CAPABILITY

**Celeste Young, Bruce Rasmussen**

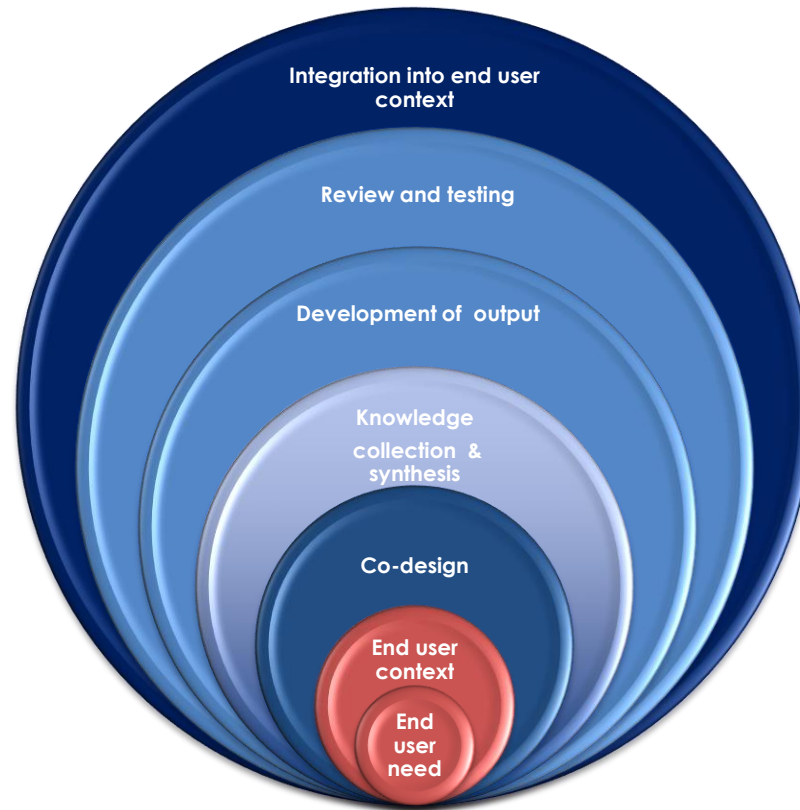
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# WORKING FROM THE INSIDE OUT



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

# THE TEAM

## Researchers

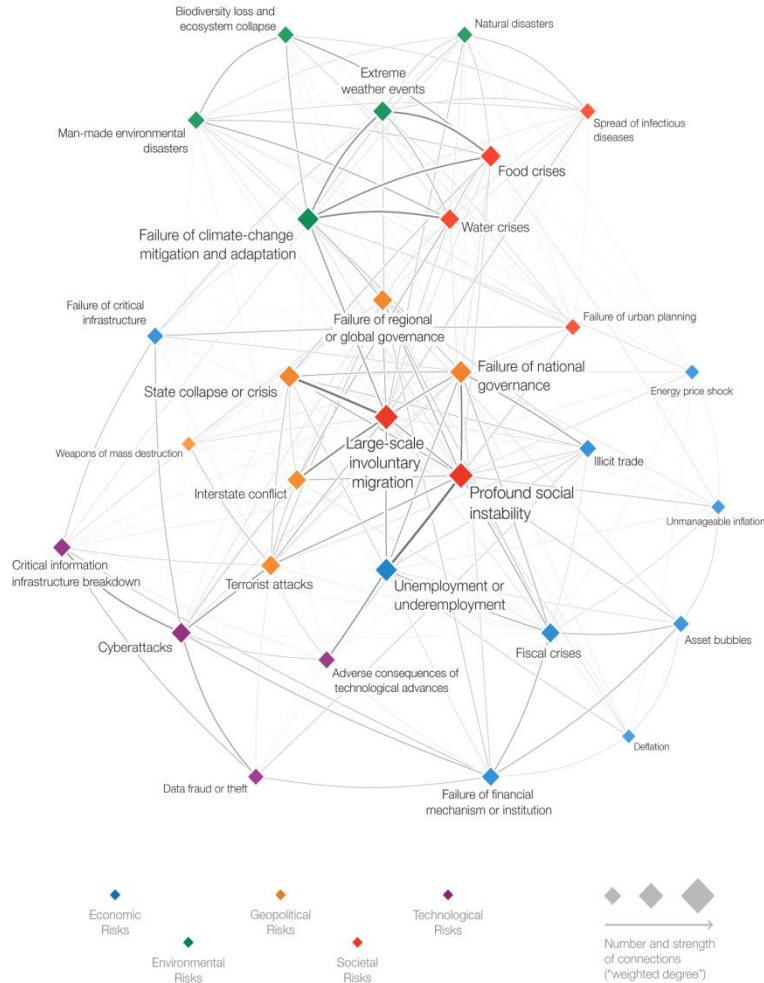
- Professor Bruce Rasmussen VU
  - Celeste Young VU
  - Dr Joanne Pyke VU
  - Dr Craig Cormick , Consultant
  - Professor Roger Jones VU
- 
- John Beard, Gloucestershire Fire and Rescue Service, UK

## 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

# THE CHANGING CONTEXT

Risk Interconnection Map



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

# RESEARCH AREAS





# 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

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