# Emergency Management Diversity and Inclusion Framework

Why is diversity important?

It is widely understood that workplace diversity brings better thinking, richer discussions, more innovative outcomes, and a more inclusive workplace for everybody. Diverse leadership teams are more innovative and produce stronger outcomes. Victoria is home to one of the most culturally diverse societies in the world, and is also among the fastest-growing and most diverse states in Australia. Greater diversity in our workforce tells the community that our sector is inclusive in it's workforce, and we reflect the community we serve.

PRACTICES

Build a culturally safe workforce that enables inclusion and self-determination in all its policies, programs and structures.
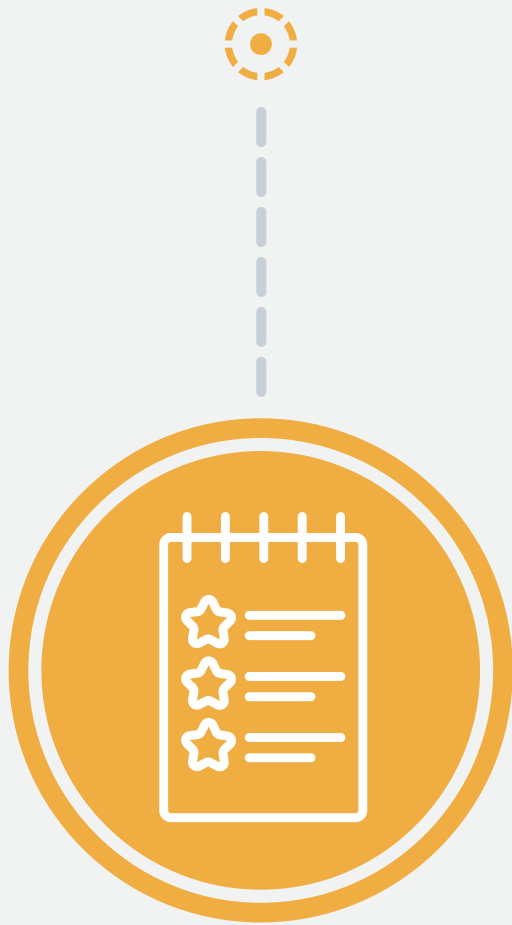
ENVIRONMENT

Cultivate a safe and inclusive workplace culture that empowers everyone to achieve their full potential, and ultimately allows people to be comfortable being their authentic selves within the Sector.

Foster a workplace culture that embraces diversity and inclusion to better reflect the communities they serve.

PEOPLE

Develop a Sector wide understanding of diversity, equity, and inclusion to create a supportive environment for all.

Promote and sustain inclusive outcomes by cultivating a culture that recognises and values the diversity of all individuals.

What does inclusion mean to the Sector?

Within the Emergency Management Sector inclusion means:

- Creating an environment that promotes and supports individuals from diverse backgrounds, ensuring the workforce reflects the community it serves.

- By acknowledging our shortcomings, we acknowledge the need to address the cultural and historical barriers that have limited the participation and representation of certain groups within our Sector. By doing so, we can lay the foundation for a more inclusive and equitable future.

- Actively promoting an overall culture of diversity that encourages individuals from all walks of life to contribute their unique perspectives and talents within our workforce.

Build and Transform: Systems and structures

Develop policies and programs that transform systems and structures to enable decision-making within leadership, and adopt an outcomes-focused approach that works to structurally change the Sector by creating a system that ensures its policies and programs are responsive to the communities changing needs, priorities, and aspirations.

Recognition and Accountability

Create a culture that recognises its shortcomings and improves its response to bias and discrimination by working to improve its culture and understands that a 'one size fits all' approach does not work for all agencies within the Sector.

Outcomes

Embrace diversity and inclusion across the Sectors to better reflect and connect with the communities they serve, create high-performing, respectful, inclusive, and safe working environments in which the full potential of all members is realised, and enable a breadth of perspective and innovation in service design and delivery.

Outcomes

Achieve a Sector-wide understanding of diversity, equity, and inclusion that sets the foundations for a supportive environment for all where everyone is valued, and where we all contribute to a respectful, safe, and inclusive environment where everyone has equal access to recruitment, progression, training and resources.

VICTORIA State Government