

# ***MALMSBURY FIRE BRIGADE***

## ***DIVERSITY AND INCLUSION ACTION PLAN 2018-2020***



*Malmsbury Fire Brigade has a clear vision to support and enable a “Safer and more resilient community”.*

*In achieving this, a key cornerstone of our strategy must be to have a culture of inclusion and fairness, where differences are embraced, and where we encourage opportunities for all. This supports us to strengthen as a brigade and foster the trust and support of the community we serve.*

*The Malmsbury Fire Brigade’s “Diversity and Inclusion Plan 2018-20” is a roadmap with simple, achievable initiatives that are measurable and transparent. They align with the CFA Strategic Priorities (2017-18).*

*These “Diversity and Inclusion” initiatives have been identified through engagement with key stakeholders and will be at center of our brigade “Strategic Plan”.*

# INITIATIVES

## RESPONDING TO COMMUNITY NEED

1. *Open up the station for community group use (Commenced/Ongoing)*
2. *Improve and modernise messaging and education mediums*
  - a. *Increased use of Social Media (Commenced)*
  - b. *Improve Audio Visual equipment in station (by 01 July 2018)*
  - c. *Attend and have visible presence at community events (Commenced/Ongoing)*
  - d. *Purchase Variable Messaging Trailer (01 July 2020)*
3. *Engage with community in relation to our diversity and inclusion initiatives (Commenced/Ongoing)*



## **SUPPORTING OUR PEOPLE**

4. *Encourage participation in CFA and sector education opportunities (Commenced/Ongoing)*
5. *Participate in events that promote and support diversity (Commenced/Ongoing)*
6. *Creating a “Youth engagement and Development Group” (by 01 July 2018)*
7. *Creating a member “Technology Hub” with 4 x computers that are internet connected to enable online learning and limited personal use (01 July 2018)*



## **PROMOTING HEALTH SAFETY AND WELLBEING**

8. *Have an annual Mental Health and Wellbeing session for all members (Commenced/Ongoing)*
9. *Ensuring we have a Drug, Alcohol and Smoke-free working environment (Commenced/Ongoing)*
10. *Introducing “Safety Moments” into each meeting and including safety and wellbeing onto every meeting agenda (Commenced/Ongoing)*
11. *Ensure After Action Reviews (AAR’s) are conducted after each turnout. (Commenced/Ongoing)*
12. *Having an annual “Peer Support” session and ensure support materials are available and visible in the station*



## **BUILDING SECTOR PARTNERSHIPS AND COLLABORATION**

13. *Develop local joint response plans with local emergency service organisations for key risks in our assignment area (Commenced/Ongoing)*

14. *Invite local emergency service organisations to key briefings and brigade meetings (Commenced/Ongoing)*
15. *Include local emergency service organisations in our "Firing Up Women" community event (by 01 May 2018)*

#### **STRENGTHEN OUR OPERATIONAL CAPABILITY**

16. *Develop recruitment strategy focusing on females, minority groups and youth (by 01 July 2018)*
17. *Ensure Brigade station is a community "hub" during response and recovery phases of emergencies. This includes installing back-up power generator to ensure stability of capability during power outages. (by 01 January 2019)*



#### **LEADING TRANSFORMATIONAL CHANGE**

18. *Be a leader in the Group, District, CFA and the community in promoting, leading discussion and challenging behaviors in relation to Diversity and Inclusion issues. (Commenced/Ongoing)*
19. *Participate in community events promoting Diversity and Inclusion (Commenced/Ongoing)*
20. *Participate in Rural Challenge Program (Commenced/Ongoing)*