

# Diversity and Inclusion Strategy

## How we will make it happen

Country Fire Authority



Easy English

## Hard words



This book has some hard words.

The first time we write a hard word

- the word is in **blue**
  
- we write what the hard word means.

## You can get help with this book



You can get someone to help you

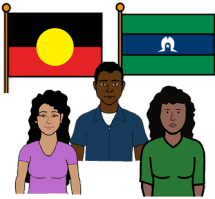
- read this book
  
- know what this book is about
  
- find more information.



We will write contact information at the end of this book.

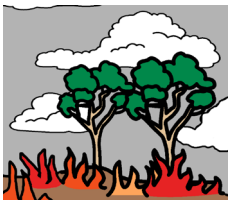
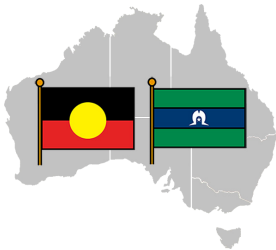
# We acknowledge the First Nations Australians

The **First Nations Australians** are the  
Aboriginal and Torres Strait Islander people.



**Acknowledge** means we understand the  
importance of First Nations Australians'

- culture
- language
- history
- land
- use of fire.

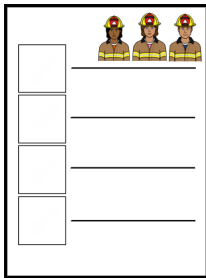


## About this book



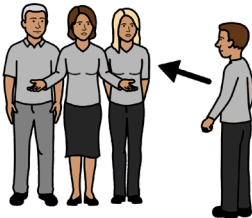
This book is from the Country Fire Authority.

This book is about how we will make our **Diversity and Inclusion Strategy** happen.



We call it **the strategy**.

The strategy is our plan to make sure all people in our organisation feel **included**.



Included means everyone can be a part of something and feel like they belong.

## About the strategy



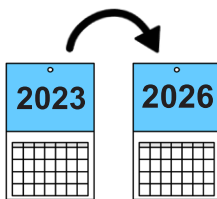
Our organisation has many different members.



Some members told us they do **not** feel like they belong.

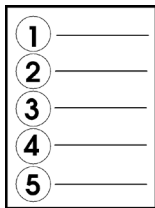


The strategy will help us to make sure that all our members feel happy and included.



The strategy

- goes from 2023 to 2026



- has 5 **goals**.

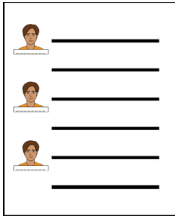


Goals are things we want to happen.

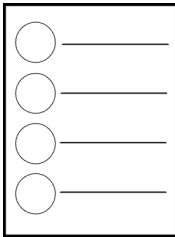


You can read our other Easy English book about the strategy to learn more.

## What we have done so far



We have made a list of people who will help us with the strategy.

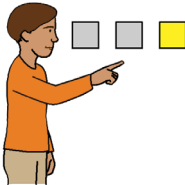


We have also made a list of things to do.



People can say

- how they want to help



- what they need to get things done.

People can only help if the **Diversity and Inclusion Steering Committee** or SC says **yes**.



The SC are the people who make the big decisions for the strategy.

## What we will do next

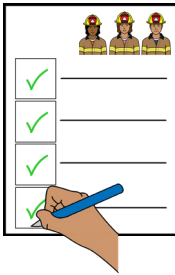
This year the SC will meet many times to check that everyone



- knows what to do



- has what they need.

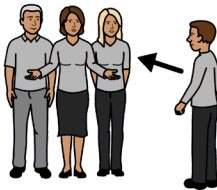


From next year we will begin to check if the strategy works.

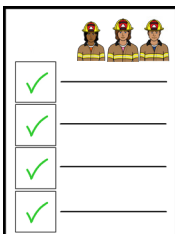


We will check if

- our organisation starts to change



- people feel like they belong more



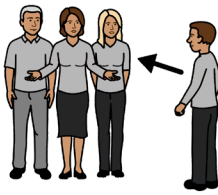
- we reach our goals.

## How we check our goals

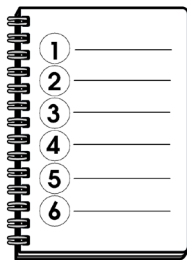
### 1 We will teach our members about diversity and inclusion



**Diversity** means everyone is different.



**Inclusion** means everyone can join in.



We will reach our goal if in 2023 we start

- a guide book about how to be a better team



- a plan to teach our members about diversity and inclusion.



We are doing well if

- more leaders join events to celebrate how everyone is different



- more members tell us that diversity and inclusion matter to them.



## 2 We will train our leaders to make everyone feel welcome

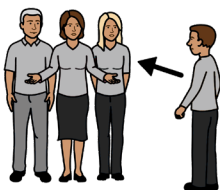


We will reach this goal if in 2023

- we start new diversity and inclusion training for our leaders



- we have more events where our leaders talk about diversity



- our leaders know how to make everyone feel welcome.



We are doing well if our leaders bring in more members who are different in many ways.

### 3 We will make inclusion normal

We will reach this goal if in 2023 we have a new

**policy** to make all our members

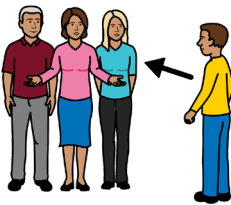
- feel safe
- feel that they belong.



A policy means rules for what we want to happen.

We are doing well if from 2023

- more members join groups for diversity and inclusion



- we have a big event to celebrate our differences each year



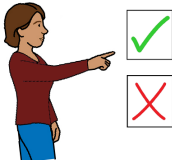
- we have a goal about diversity and inclusion in our business plan.

## 4 We will make sure everyone can join in

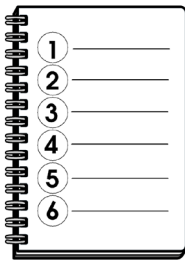
We will reach this goal if in 2023 we make a list of things that



- are **not** making people feel welcome right now



- we need to change.



We will make a guide book about the welcoming language we want to use.



We will make our training **accessible** for everyone.

Accessible means easy for everyone to take part in.



We are doing well if different people want to join our organisation.

## 5 We will understand our members



We are doing well if from 2024

- we find better data about how our members are different



- more members take part in our **surveys**.



A survey is when we ask people questions about themselves.

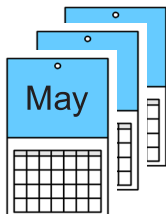


We also want to have good data to know how we can get different people to

- work for us



- volunteer for us.



We will report every 3 months how we are doing.

## How we make sure the strategy supports everyone



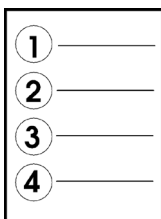
### First Nations Australians



We will make a new **advisory group** of First Nations Australians in 2023.

Advisory group means a group of people who tell us

- what they think
- what ideas we should try.



Our current plan to work together with First Nations Australians is called the **Koori Inclusion Action Plan**.



We will meet with First Nations Australians in 2023 to check if this plan should change.

## People with disability



From now on we will always think of people with disability when we make new rules.



We will also communicate more in language that everyone can understand.

For example this Easy English book.

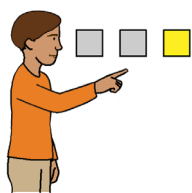


We will start an advisory group for

- people with disability



- **neurodivergent** people.



Neurodivergent means a different way of thinking and learning.



We will have a plan by 2025 about what we **must** do to meet new disability laws.

## People from other cultures



We want to have new data about different communities in Victoria.



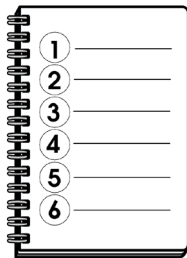
We are doing well if by 2026 we know

- what countries people come from



- what languages people speak

- what other differences people have.



We will write a guide book to help our members understand different communities better.

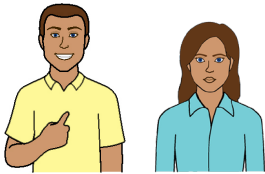
## LGBTQIA+



LGBTQIA+ means how people feel about their **sexuality** and **gender**.



Sexuality means who you are attracted to.



Gender means if you are

- a man or a woman
- something else.



We will use data to find out by 2026 what we can do better for LGBTQIA+ people.

To support LGBTQIA+ people better we will

- start a new advisory group in 2024
- make a new policy in 2023 to say we welcome every gender and sexuality.





## Older members

1	_____
2	_____
3	_____
4	_____



In 2023 we will make a list of things we can do better for older people.

We will make sure that older members can **mentor** many younger people.



Mentor is when you share what you know.

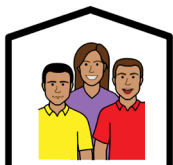


We will make a plan by 2026 about how we can hear more stories from older members.

## Young people

Every year we will support our members to

- train young people
- keep young people safe.



## Women

We know the strategy works if in 2023 we have more

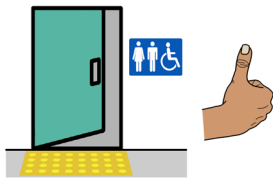


- training for women only

- events for women only



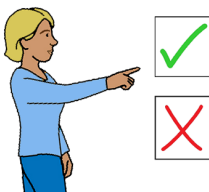
- uniforms for everyone



- toilets and showers for everyone.



We will also have more activities to help women become leaders.



We will check in 2023 what more we **must** change for women.

## More information



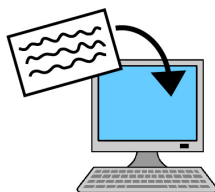
For more information contact CFA.



Call            03 9262 8444



Website       [cfa.vic.gov.au](http://cfa.vic.gov.au)

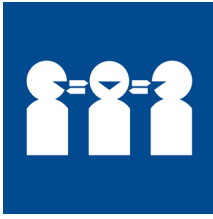


Email  
[diversityandinclusion@cfa.vic.gov.au](mailto:diversityandinclusion@cfa.vic.gov.au)

**You can read the full report on our website.**



[cfa.vic.gov.au/about-us/what-we-value/  
diversity-and-inclusion](http://cfa.vic.gov.au/about-us/what-we-value/diversity-and-inclusion)



### **If you do not speak English**

Use the free Translating and Interpreting Service or TIS.



Call            131 450

Give the TIS officer the phone number you want to call.



### **If you need help to speak or listen**

The National Relay Service can help you make a phone call.



Call            1800 555 660



Website    [accesshub.gov.au/nrs-helpdesk](http://accesshub.gov.au/nrs-helpdesk)

Give the relay officer the phone number you want to call.

# Notes

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