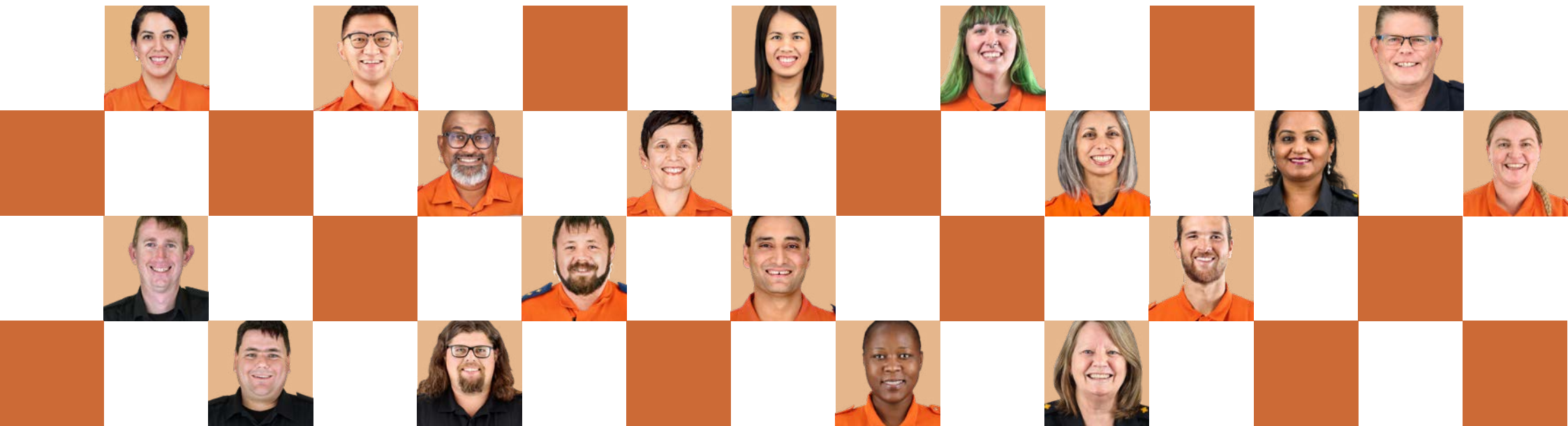


SASES Diversity and Equity Strategic Framework

2022 - 2027



ACKNOWLEDGMENT OF COUNTRY

We acknowledge and respect Aboriginal peoples as the state's first peoples and nations and recognise them as traditional owners and occupants of land and waters, in South Australia.



SASES VISION

A reliable and trusted volunteer-based organisation building safe and resilient communities.

SASES Diversity and Equity Aim

SASES strives for a diverse, equitable and inclusive emergency service where everyone is valued and respected, and where we foster a sense of belonging.

SASES Diversity and Equity Framework Purpose

The Framework provides an overview of SASES's commitment to diversity and equity and strategic priorities to work towards achieving the diversity and equity Vision and Aim. The Framework provides a platform to create and maintain a culture of diversity and equity that:

- Provides an environment for all volunteers and staff to feel safe to bring their whole selves to work.
- Builds confidence and capacity to engage with, and learn from, diverse thinking and practices.
- Strengthens capability for building community resilience through emergency preparedness and response by better reflecting and connecting with the communities we serve.



CONTEXT

The *SASES Diversity and Equity Framework* provides a whole-of-agency, strategic and coordinated framework to build a diverse workforce of staff and volunteers and to service our equally diverse communities throughout South Australia.

This framework:

1. Takes into consideration the agency's early stage of diversity and equity development.
2. Recognises the importance of diversity and equity as part of:
 - Workplace culture;
 - Operational readiness and service delivery; and
 - Community engagement and resilience-building.
3. Lays the foundation for a practical approach to diversity and equity focused on whole of organisation capacity-building and cultural integration. This framework has been developed in consultation with members and aligns with the *South Australian Public Sector Diversity and Inclusion Strategy 2019-2021*.

This Framework is to be implemented alongside a suite of complimentary documents which are planned to provide specific actions for different areas of focus for diversity and equity within SASES. These are shown in Figure 1 and include:

SASES Reconciliation Action Plan: This plan will translate the actions from the SAFECOM Reconciliation Action Plan into tangible and measurable actions specific for SASES.

SASES Access and Inclusion Plan: This plan will review and consider accessibility and inclusion of persons living with a disability (including universal access, universal design and social inclusion), the LGBTQIA+ community, women and persons experiencing family and domestic violence.

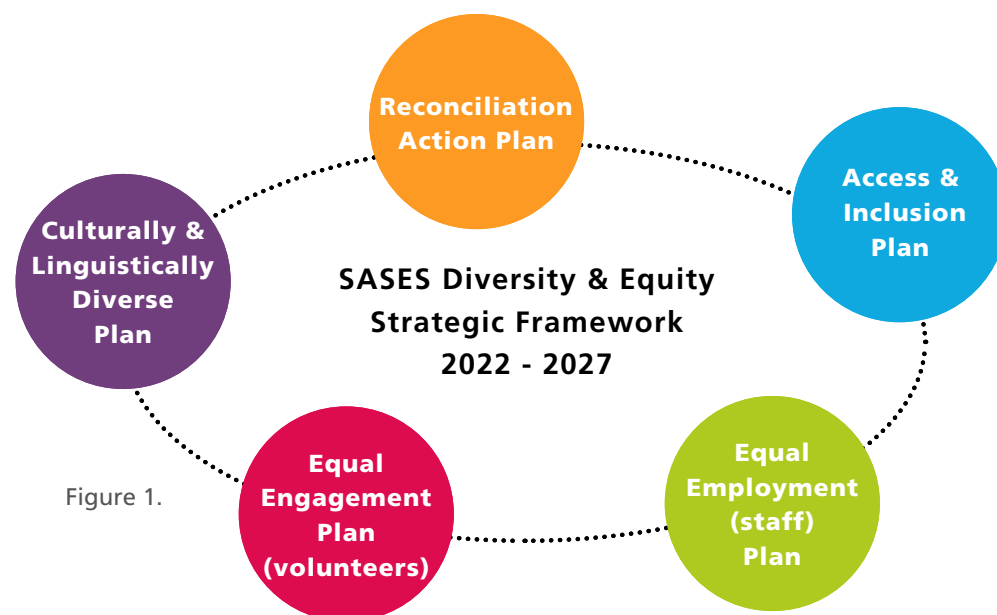
SASES Equal Employment Plan (staff): This plan will review and provide actions for addressing intergenerational equity for youth and mature aged persons and addressing the gender pay gap within our agency. This plan will be supported one supplementary plan:

SASES Equal Engagement Plan (volunteers):

This plan will review and provide actions for addressing intergenerational equity for youth and mature aged people. This plan will be supported by two supplementary plans:

SASES Culturally and Linguistically Diverse (CALD) Community Engagement Plan:

This plan will review and provide tangible actions for the SASES in addressing intercultural competency and awareness.



GLOSSARY OF TERMS

Equity

Equity is demonstrated through consistent impartial and fair treatment by providing equal access to effective opportunities, resources, and advancement for all. It is also the identification and removal of any systemic barriers that have previously prevented equal access.

Inclusion

Inclusion within an organisation is about how well the contributions, presence, and perspectives of different individuals and groups of people are included and valued. Organisations with inclusive practices in hiring, promotion, development, and team management outperform their peers, are quick to innovate, have a wider pool of people from which to hire and retain more employees.

Diversity

Diversity relates to the mix of background, characteristics, experiences, professional skills, and perspectives within a population and a workforce. Some aspects of diversity can include disability, age, gender, identity, and sexual orientation, in addition to cultural, linguistic, and religious backgrounds. Organisations that embrace and support diversity are more robust and agile; adapting more quickly and have an increased capacity for problem-solving and generating new ideas.

Disability

Approximately 1 in 6 people, 18% of the population in Australia have some form of disability (Australian Bureau of Statistics). Disability includes long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of these impairments. Many people with disabilities who want to work, or volunteer have the necessary skills and capabilities, encounter individual and structural barriers to employment and volunteering.

LGBTIQA+

LGBTIQA+ refers to the diverse sex, sexual orientation and gender identities represented in the community. This includes people who identify as lesbian, gay, bisexual, transgender, intersex and queer.

Systemic Barriers

The consequences of an organisations policies, practices or social norms that result in people being excluded and having unequal access to jobs, opportunities, promotion and training.



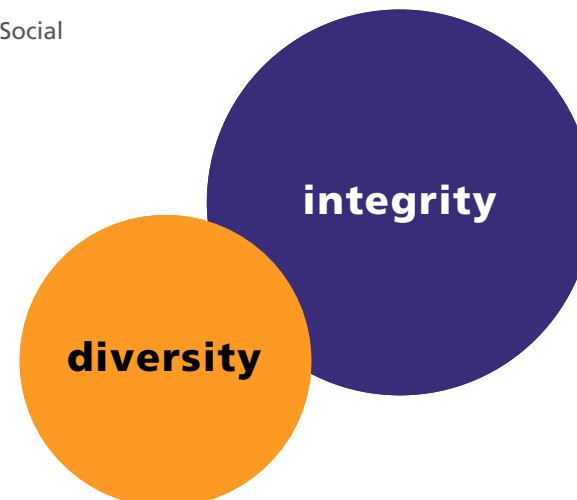
Related Documents

This strategic framework has linkages with the following documents:

South Australian State Emergency Service;
Business Plan 2020-2021
Disability & Inclusion Plan (2020-2024)
Domestic Violence Policy (2016)
South Australian Public Sector
Diversity & Inclusion Strategy 2019-2021

Further reading that has informed this framework

New South Wales State Emergency Service
Diversity & Inclusion Plan (2020-2025)
Victorian State Emergency Service
Gender Equality Action Plan (2022)
Department of Fire & Emergency Services
Workforce and Diversity Action Plan
(2020-2022)
City of Perth Equity Diversity and Inclusion
Framework (2021)
Deloitte Diversity, Equity & Inclusion Social
Impact Report (2021)



Key Focus Area 1: Model strong leadership, representation, and accountability



1

OBJECTIVES

1. Foster strong, dedicated leadership for equity, diversity, and inclusion issues
2. Systems and processes follow an evidence-based approach that fosters and supports a Diversity & Equity workplace culture
3. Ensure diverse experiences, perspectives and voices are seen and heard at all levels of the organisation

1

PRIORITY STRATEGIES

1.
Create awareness and diversity understanding
Executive visits to multicultural and diverse groups to role model and build community connections
Incorporate Diversity & Equity in performance management process
2.
Commit to transparency and accountability in the development of the Diversity & Equity Strategic Framework
Ensure SASES workplace policies and procedures align with our diversity & equity purpose
Code of Conduct Review (2022)
Ensure guidance and advice for complex Diversity and Equity management
3.
Review and update internal, external communications using a diversity and equity lens

Key Focus Area 2: Build Diversity and Equity across the SASES



2

OBJECTIVES

1. Recruit, retain and develop a diverse-minded workforce (volunteer and staff) ensuring that diversity streams are represented
2. Work to dismantle physical and systemic barriers within SASES, creating a more welcoming and inclusive workplace for all
3. Develop & embed D&E training and resources as part of the culture of SASES

2

PRIORITY STRATEGIES 2022 - 2027

1.
Increase the recruitment of people with diverse backgrounds or experiences to ensure that diversity streams are represented in the SASES workforce
Review and update recruitment, selection, and onboarding processes to ensure they are inclusive and barrier free
2.
Review policies, procedures, communications, and roles using a diversity and equity lens
3.
Leaders to undertake training to ensure they are accountable to embed and foster a culture of D&E and are role models for their peers and community.

Key Focus Area 3: Build awareness and foster education to actively embrace and celebrate diversity and equity



3

OBJECTIVES

1. Empower SASES volunteers and staff with knowledge, resources, and tools to integrate D&E into their work.
2. Promote and raise awareness of individual and organisational Diversity & Equity efforts
3. Connect with diverse communities across South Australia
4. Cultivate a supportive and inclusive work environment for all our members

3

PRIORITY STRATEGIES 2022 - 2027

1.

Ensure staff and volunteer leaders have access to educational pieces and complete training to uplift understanding and knowledge about diverse groups

2.

Communicate diversity and equity initiatives in each key area and facilitate the celebration of specific events to ensure awareness and engagement across the organisation

3.

Foster relationships where we can learn and have input to strengthen D&E understanding and awareness and build community disaster resilience

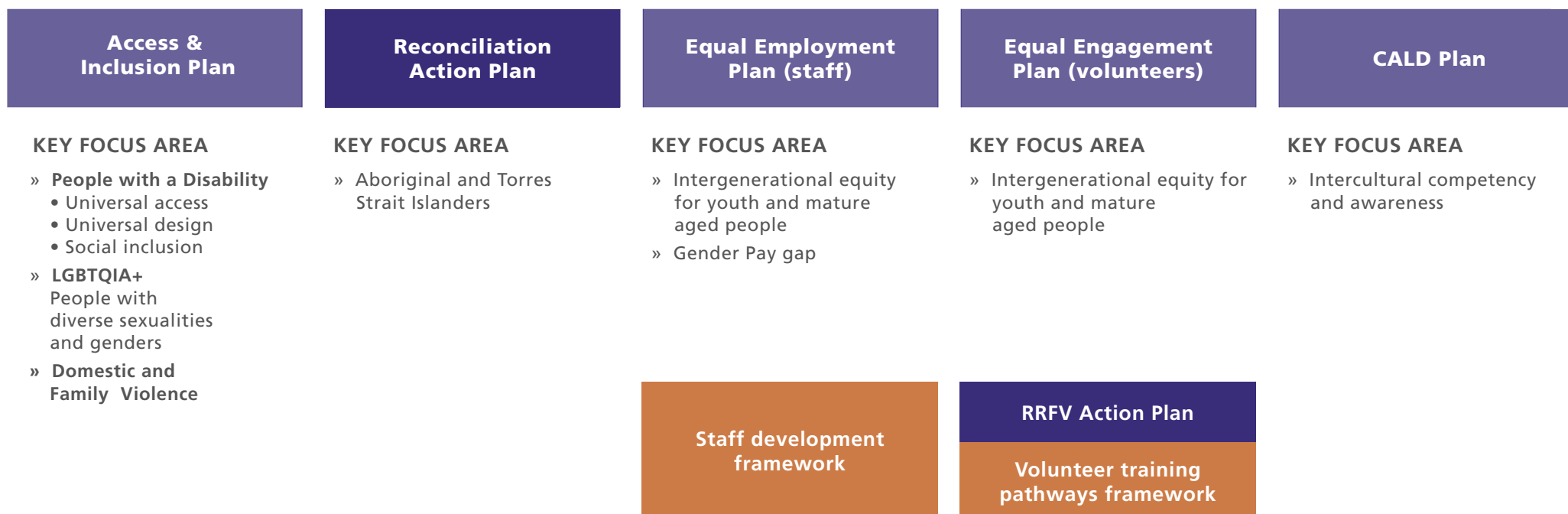
4.

Increase the implementation, awareness, and uptake of flexible working arrangements

SASES Strategic Directions



SASES Diversity and Equity Strategic Framework



LEGEND

Existing
 In development
 Proposed

