

Diversity and Inclusion Strategy

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.

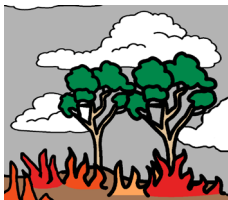
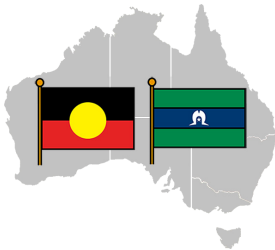
We acknowledge the First Nations Australians

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.

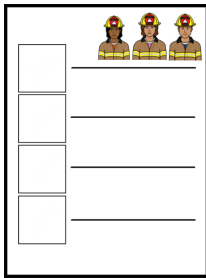


About this book



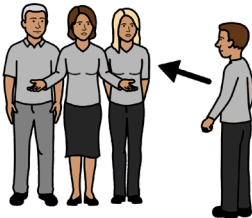
This book is from the Country Fire Authority.

This book is about our **Diversity and Inclusion Strategy**.



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 our people



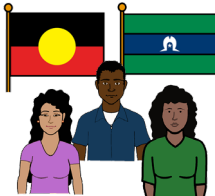
In the past, most people in our organisation were strong white firemen.



Now we have many different members.



There are young and old members.



Some members are First Nations Australians.



Some members have a disability.



Some members come from a different country.

Some members are **volunteers**.



Volunteer is when you work to help people without money.

Why we made the strategy



We want all our members to be happy and work well together.



When everyone works well together, we can keep more people safe from fire.



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



Some members do **not** feel important because

- they do **not** look like strong white firemen



- they do **not** work on a fire truck.

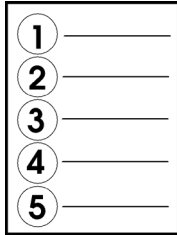


The strategy will help us make sure that all our members feel happy and included.

About the strategy



The strategy says what we want to change in the next 3 years.



The strategy has 5 **goals**.



Goals are things we want to happen.

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 teach everyone that it is good to be different.



We will have more events to celebrate how we are all different.

1	_____
2	_____
3	_____
4	_____

We will make a plan about what we will teach our members.

1	_____
2	_____
3	_____
4	_____
5	_____
6	_____

We will also make a new guide book that tells everyone how we can be a better team.

2 We will train our leaders to make everyone feel welcome



We will tell our leaders they **must** make everyone feel important.



We will start new training for all our leaders to help them know what to do.



We will ask the leaders to speak lots about how good it is we are all different.



We will check often if our fire brigades are good teams.

3 We will make inclusion normal

We want it to be normal to talk about inclusion and diversity in



- every meeting we have



- all training we do

1	_____
2	_____
3	_____
4	_____

- every plan we make.



We will have a big meeting every year with people who care about diversity and inclusion.

1	_____
2	_____
3	_____
4	_____

We will ask everyone to help us plan what to do next.



We will work together to change.

4 We will make sure everyone can join in

We will always try to include everyone no matter



- what they look like



- who they love



- what their ability is



- how old they are



- what they believe



- where they come from.



We will bring in more people who are a different in many ways.

5 We will understand our members



We want to learn more about how our members are different.



For example we do **not** know how many of our volunteers have a disability.

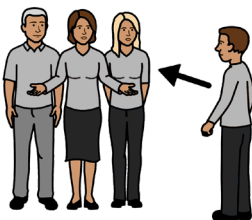


We will make our **surveys** better to learn more.

A survey is when we ask people questions about themselves.



When we know more about our members we can support them better.

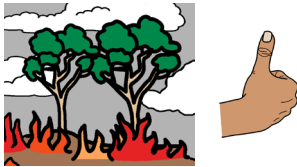


We will check in the future if more members feel included.

How we will include First Nations Australians



We will work together more with First Nations Australians.



We will ask First Nations Australians to teach us how they use fire to

- keep the land healthy



- keep communities safe.



We will discuss if we should

- use Aboriginal names for our training places



- have Aboriginal art on our fire trucks

1	_____
2	_____
3	_____
4	_____

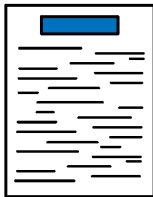
- make a new plan of working together with First Nations Australians.

How we will include people with disability

We will make sure that all people can read and understand our



- information



- newsletters



- training.

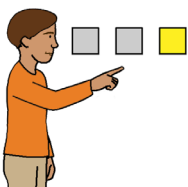


We will find out what more we can do for

- people with disability



- **neurodivergent** people.



Neurodivergent means a different way of thinking and learning.

How we will include people from other cultures



We want to understand all people in the communities we protect from fire.

We will bring in more people who

- were born in another country
- speak another language.

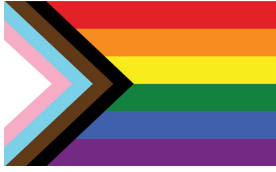


We will learn about the different communities our members come from.



We will learn from our members how we can support people from different cultures better.

How we will include 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
- a woman
- something else.



We will make sure LGBTQIA+ people feel that they belong like everyone else.



We will start a group of LGBTQIA+ members to help us make a plan.

How we will include older members



We want everyone to learn from older members.



We will tell stories of how our older members have helped to fight fires.



Older members will **mentor** younger people.

Mentor is when you share what you know.

How we will include young people

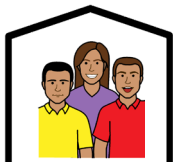


We want to make sure young people want to work and volunteer for us.



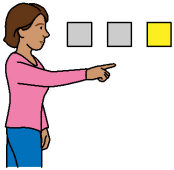
We will support the teams that

- train young people



- keep young people safe.

How we will include women



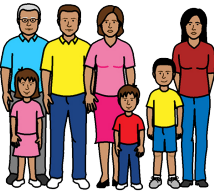
We will help women to have the same rights and choices as everyone else.



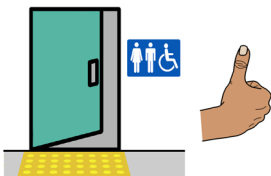
We will have more training for women.



We will help more women become leaders.



We will support women who need to care for family members.



We will make sure our toilets and showers are safe for everyone.



We will check that our uniforms are a good fit for everyone.

More information



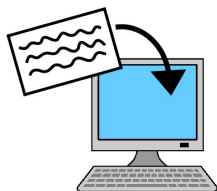
For more information contact CFA.



Call 03 9262 8444



Website cfa.vic.gov.au

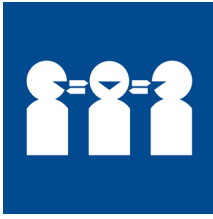


Email
diversityandinclusion@cfa.vic.gov.au

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)



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