



Diversity and Inclusion Strategy 2016 - 2019



Diversity and inclusion is about respecting and valuing the different backgrounds, skills and experiences we all bring to NSW SES to support our broader collective goals, and using our diversity as a source of strength in assisting communities prepare for and respond to emergencies.

Our Priorities



Attract and recruit a diverse membership

We will be an emergency service that is known for welcoming people from diverse backgrounds and perspectives, and for using diversity as a source of strength. We will maintain fair and inclusive practices that result in high performing teams where everyone is supported and given equal opportunity to develop. We will increase participation opportunities for those who are under-represented in our membership.



Develop and retain a diverse membership

We will develop and retain a committed membership from diverse backgrounds and perspectives and provide opportunities for them to progress. We will create supportive networks that improve the volunteering experience for diverse groups. Our leaders will ensure they are fostering diversity and maintaining inclusive leadership practices within their teams.



Diversity and inclusion as part of the everyday culture of NSW SES

We will maintain an inclusive, respectful culture that is a living expression of our values - Trust, Accountability, Respect, Professionalism and integrity, Safety and service (TARPS). We will maintain high quality services by embracing new ideas, encouraging debate and using diverse perspectives to make decisions. We will promote the value of diversity and inclusion as drivers of high performance and innovation, and integrate this understanding into our everyday culture.





The NSW SES diversity and inclusion strategy is a commitment to enhancing the diversity of our membership and to maintaining an inclusive and respectful culture that values different perspectives. It is one way we embody our TARPS values.

Showing we value diversity and inclusion by having a diverse membership demonstrates to communities that we are a safe and welcoming organisation for them to belong to, and that our services are for them. This is essential to growing our membership and being an emergency service of choice for volunteering in NSW. It also ensures we are adaptive to changing environments and shifting social landscapes.

A diverse membership is not only about increasing visible differences, but more importantly it is about the strategic advantage that comes from having a wide variety of perspectives in our decision making, problem solving, capability development and service delivery.

This strategy integrates the principles of equal opportunity employment to include groups who are under-represented in our membership. This includes:

- Aboriginal and Torres Strait Islander people
- People with disabilities
- People from culturally and linguistically diverse backgrounds
- Women in leadership roles
- Sexuality and gender diverse people

Other important elements of diversity include age, gender balance in non-traditional roles, carer responsibilities, marital status, socio-economic background, location, life experience and educational level.

Your perception of diversity in NSW SES may vary depending on your own identity and perspectives, the environment in which you operate and the people you meet.

Purpose of the strategy

The diversity and inclusion strategy describes the broad strategic perspective of NSW SES. It meets our legislative requirements in the NSW Anti-Discrimination Act 1977 and other related legislation to ensure:

- Members are selected for roles on merit
- Equitable access to opportunities for employment, development and participation are provided for people who are under-represented in our membership
- The organisation is free from all forms of unlawful discrimination and harassment

The strategy is aligned to the goals set out in the state government plan, 'NSW Making it Happen', in particular the aim to drive diversity in the public sector. It also maintains and supports the commitments outlined in the NSW SES Volunteer Charter to ensure the obligations of being a NSW SES member are mutually understood.

What we will do

The NSW SES Strategic Leadership Team provide leadership and oversight of this strategy. The People & Culture Directorate will review the strategy at the end of three years from the date of its commencement, however as a living document it will also be reviewed and updated as required.

The People & Culture Directorate will also develop an action plan that underpins this strategy. This plan will create practical tools and develop initiatives that can be tailored to suit the wide variety of needs in our Regions and Units, as well as for the organisation as a whole. The actions will aim to increase awareness of how to enhance diversity and maintain an inclusive and respectful culture in teams and with communities. We will provide opportunities for recognition of teams that demonstrate outstanding commitment to diversity and inclusion. This action plan will be reviewed annually.

What is your role?

All NSW SES members have a role in encouraging behaviours and habits that embrace diverse perspectives and for maintaining a culture that is inclusive and respectful. In this way we give everyone the opportunity to achieve their unique potential.

Support for diversity does not mean that everyone thinks the same way about a particular issue. In fact, quite the opposite. The very nature of diversity means that we will have differing views between our members and within our communities. It's how we understand those differences and how we respond that matters.

Diversity and inclusion in NSW SES is not about trying to change individual values or beliefs.

It is about how we work together to ensure everyone is treated with respect and valued for what they bring to the organisation.

The role of a leader in NSW SES is to provide a safe, fulfilling work environment for all team members, not just those who have similar perspectives to their own. Leaders across NSW SES are responsible for promoting the value of diversity and for being inclusive of all members of their teams and the wider organisation.

Ensuring that your behaviour does not discriminate, ostracise or disadvantage another member is an essential part of being a NSW SES member. Making sure you have the practical tools and information to work with diversity and be inclusive of others is the aim of this strategy.





Attract and recruit a diverse membership

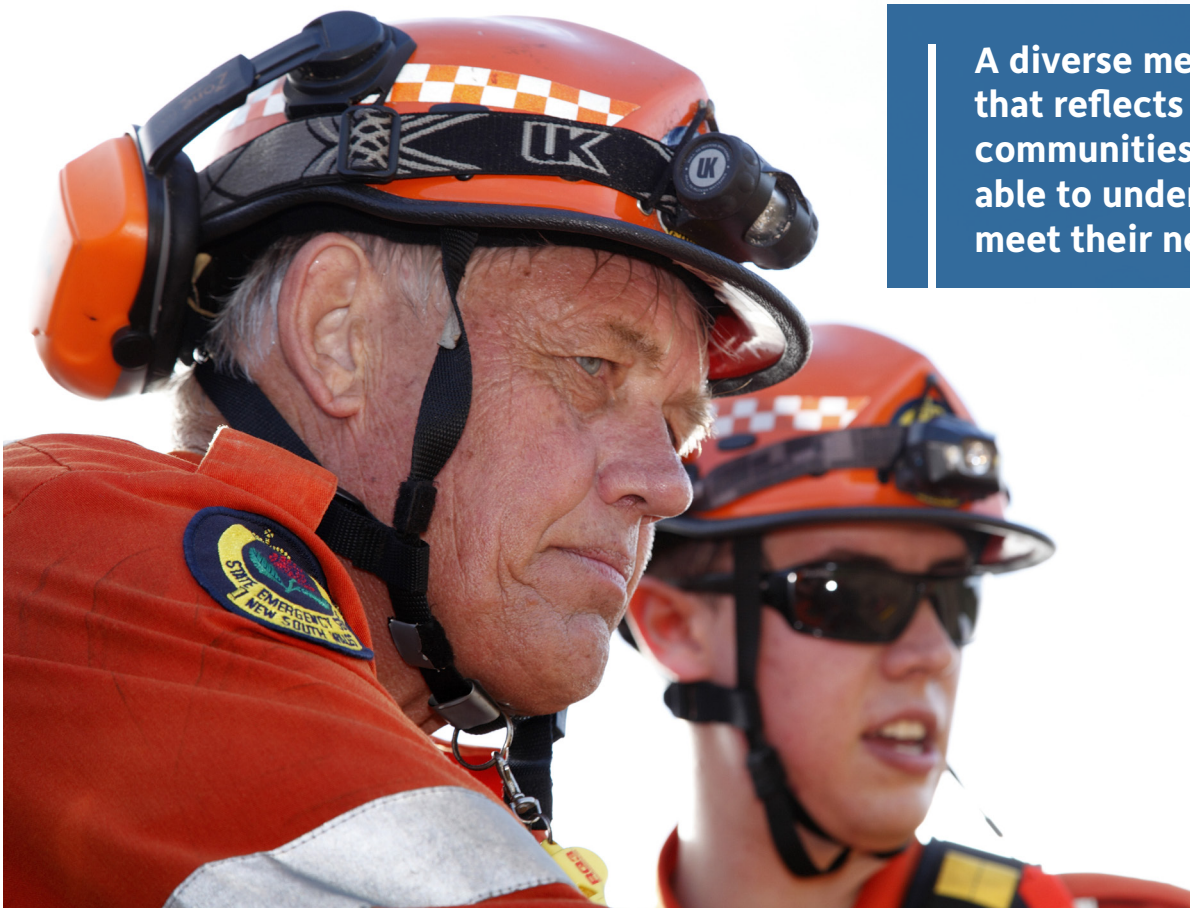
To attract and recruit a diverse membership, we will:

- Develop strategies to attract and recruit people with diverse backgrounds, skills and experiences
- Ensure fair, equitable and accessible recruitment and selection practices that result in a diverse membership
- Create partnerships with other organisations and local communities to increase participation opportunities and support for people from under-represented groups

By 2019, our success will be measured by:

- Our membership being reflective of our communities
- Increased representation from Aboriginal and Torres Strait Islander people at all levels
- Increased representation of people with a disability at all levels
- Increased representation of people from culturally and linguistically diverse backgrounds at all levels
- Provision of professional development for leaders across NSW SES involved in recruitment and selection that results in a diverse membership
- Increased participation in and promotion of initiatives that encourage diversity and inclusion

A diverse membership that reflects our communities is truly able to understand and meet their needs.





Develop and retain a diverse membership

To develop and retain a high quality diverse membership, we will:

- Provide development opportunities and support networks to members from under-represented groups
- Ensure that all members are able to participate in ways that suit their diverse needs
- Build the capability of our leaders to effectively manage and develop diverse teams
- Increase the ability of all members to value different perspectives and effectively utilise the knowledge, skills and experiences of a diverse membership
- Develop flexible membership models to support the needs of our members and our communities

By 2019, our success will be measured by:

- Increased opportunities for members from under-represented groups to develop and engage in supportive networks
- Performance planning, management and professional development which takes into account individual differences is embedded into our everyday practices
- Increased provision of a variety of professional development opportunities specifically related to diversity and inclusion
- Increased representation of women in leadership and non-traditional roles
- Increased representation of Aboriginal and Torres Strait Islander people in leadership roles
- Increase in services and flexible membership options for people with a disability

By giving everyone the opportunity to reach their full potential we will be the agency of choice for volunteering in NSW.

- Increased representation of and services for people from culturally and linguistically diverse backgrounds
- Increased flexible membership options to suit diverse needs which increase our capability





Diversity and inclusion as part of the everyday culture of NSW SES

To ensure diversity and inclusion are part of the everyday culture of NSW SES, we will:

- Integrate diversity and inclusion strategies and actions into business planning and capability development
- Promote an inclusive culture that values, nurtures and celebrates all kinds of diversity
- Provide practical tools and develop initiatives that foster and enhance inclusive behaviours
- Provide robust data analysis and evidence-based policy to support the implementation of this strategy

By 2019, our success will be measured by:

- Diversity and inclusion priorities and targets are incorporated into business and workforce planning
- Increased participation in diversity and inclusion initiatives
- Increased support networks and services that improve the volunteering experience for all members
- All members contributing to a fair and inclusive culture through their everyday practices and decisions
- Increased reporting on diversity and inclusion that ensures the privacy of all members is protected
- Reporting of outcomes of this strategy in the Annual Report



All NSW SES members have a role to play in supporting and maintaining a culture that is respectful and inclusive.



Contact:
(02) 4251 6595
diversityandinclusion@ses.nsw.gov.au
www.nsw.ses.gov.au

Trust, Accountability, Respect, Professionalism and integrity, Safety and service

