

MALE CHAMPIONS OF CHANGE 
FIRE AND EMERGENCY

Male Champions of Change
Fire and Emergency Group



Background and findings

Challenges

Diversity and inclusion is complex

No transparent or consistent reporting

Lack of published research specific to our industry in Australia and New Zealand

Language needs to be recognised

To make change: leadership, ownership and co-designed solutions are required

Towards Change

Short and long term strategies

Reporting framework with targets and performance indicators to embrace accountability

Be seen to be taking action

Recommended

Leadership, ownership and buy-in

Reporting

Deeper understanding

Inclusive language

Developing industry capability

Utilisation – MCC Fire and Emergency sector wide group



Purpose statement

“Advance gender equity, inclusive cultures and achieve significant and sustainable improvements in the representation of women in our workplaces, including senior leadership positions amongst our paid staff and volunteers.”

Listen and learns sessions

- Inclusive Leadership
- Flexible Workplaces
- Talent development
- Communications
- Community
- Systems
- Reporting



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- Develop a comprehensive shared vision and articulation of the case for change on gender representation, diversity and inclusion in Fire and Emergency.
 - Expectations (Human Rights, Workplace, Community)
 - Capability (Incident Management, Talent Pool, Community reflection, Workforce wellbeing)
 - “Local Champions of Change” initiative, leveraging work underway across the MCC Coalition
 - MCC Coalition’s collective response to sexual harassment and developing template policies and processes for use by the sector
 - Consolidating reporting processes (e.g. to fully participate and be benchmarked the 2019 MCC Impact Report) and publicly reporting outcomes in 2019.