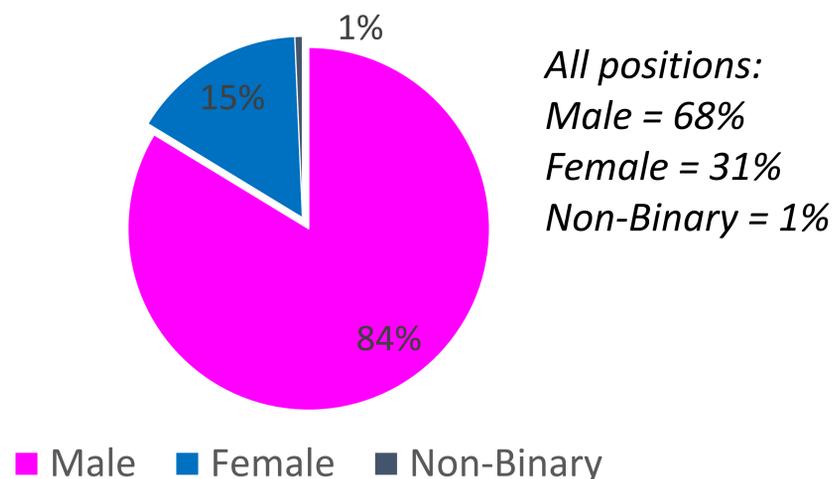


A Canadian Approach to a Diverse and Inclusive Workplace for Wildland Fire Management

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Summer 2019: Distribute Canadian Wildland Fire Demographics survey
Fall 2019: Examine results and discuss at Wildfire 2019 Brazil & Wildland Fire Canada 2019
Spring 2020: Create a Diversity & Inclusion Strategy for the Canadian Wildland Fire Community with a focus towards establishing a diverse, stable and healthy workforce.

Towards a Diverse Workforce: Gender & Middle/Upper Management



Overview: A survey was distributed to all Canadian fire agencies in 2019. We received responses from permanent and seasonal staff in the various roles: crew member/leader, operations, prevention, administration, management and research. A total of 952 individuals responded to 14 questions. With limited space and time we present a small snapshot. **How do we differ from you?** What are your thoughts on the questions posed?

Diversity is having a seat at the table. Inclusion is having a voice. Belonging is having that voice be heard.

Towards a Stable Workforce: Why do people leave?

Wildland Fire staff (seasonal & permanent) were asked to share possible reasons why agencies were having issues with attracting and retaining staff. **Top 3 reasons are:**

Perceived lack of career path in fire management

Work-life balance issues

Staff not compensated adequately

Is Diversity a solution to the perceived issues of retention identified in the survey?

Towards a Healthy Workforce: The Declaration

"The Directors of Wildland Fire Management in Canada find that there is no place in our organization for discrimination or harassment and are committed to eliminating it from the Canadian Wildland Fire Community"



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What is the role of a manager towards a healthy workplace? If there are barriers to a healthy workplace, what are they? How can management empower leadership at all levels?

"You can't go back and change the beginning, but you can start where you are and change the end" CS Lewis