



Increasing Koori Engagement in the Emergency Services Victoria, Australia

Mike Barney
Sean Murphy
Nicholas Potvin

Advisors:
Professor Jeanine Skorinko
Professor Reinhold Ludwig

May 5, 2015

Improving Communication

- 2009 Black Saturday Fires
 - Agencies disconnected from each other and communities

- Inception of Emergency Management Victoria

- Optimize emergency management across agencies, businesses, communities, and government
- Proactive communication with community



Underrepresentation



- History of Contested Relations
- Victoria (2011 Census)
37,990 Indigenous People
- Little Representation in
Emergency Services
No previous record of
employment demographics



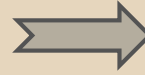
Emergency Services Foundation



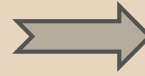
Goal: Increase Koori engagement in the emergency services

Objectives

1 → Agency Perspective



2 → Koori Perspective



3 → Recommendations



1. Obtaining Agencies' Perspectives

- Interviewed 38 agency employees and volunteers
- Current Koori programs and initiatives
- Previous experience with the Koori community



Agency Findings

Initiatives to Engage

- MFB Findings
 - Career Firefighters
- CFA Findings
 - **Volunteers**
- SES Findings
 - **Info Distribution**
+ Volunteers



Engagement Accomplishments



MFB → Multicultural Liaisons
→ Presence in local Schools

CFA → Large institutional plan (KIAP)
→ Brigade Based Interaction

SES → Has personal relationships in local
community centres



2. Understanding Koori View of Emergency Services

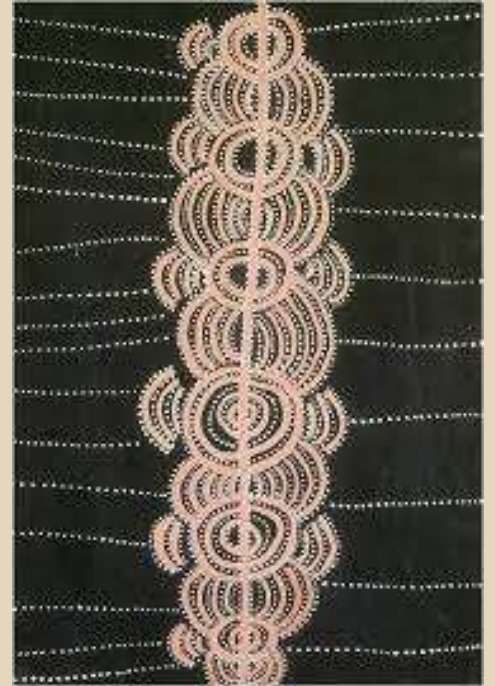


- Cultural Awareness
- Work Towards Trust
- Informal Meeting
- Interviews with 5 Elders



Findings from Koori Community

- Generally unaware of agency responsibilities
- Wanted more face to face interaction with agencies
- Koories were not aware of many current Inclusion efforts (i.e. cultural site mapping)

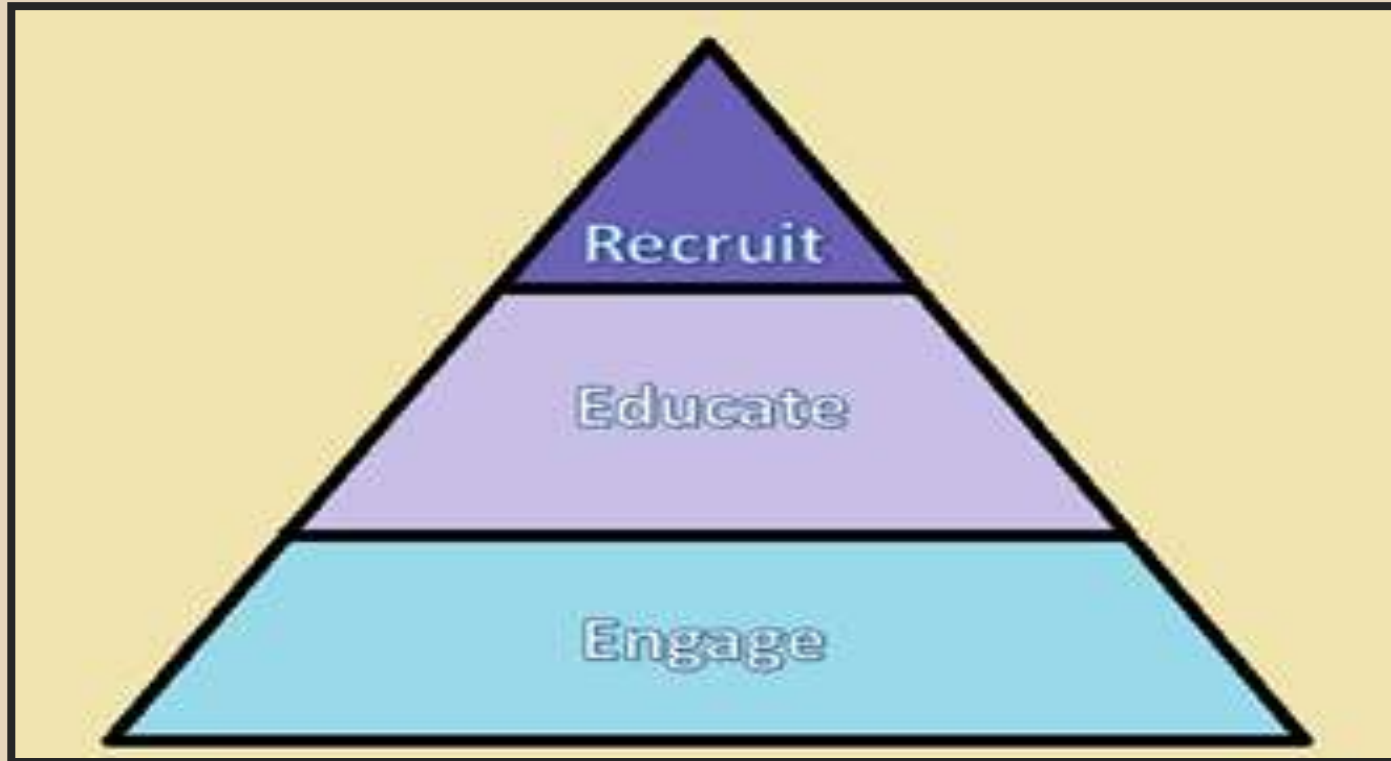


Our Experience

- Attending Koori community based events →
- Interacting with Koori community
- Everyday uses of cultural awareness



Steps to Inclusion



Engagement



- Liaisons interacting with community face to face
- Koori culture at events (i.e. yarning circles, smoking ceremonies, Welcome to Country, Acknowledgement of Country)
- Respecting cultural protocols
- Publicise inclusion efforts



Education



- Setting up booths at Koori expos
- Tours of unit or brigade stations
- Speaking at local cultural centres about emergency safety
- Field days
- Appearance in local schools



Recruitment



- Advertisement



- Assistance through application process
- Juniors program
- Presence at career & employment fairs

Suggestions for Future Researchers

- Attending several cultural awareness sessions
- Establishing initial connection
- Communicating through proper channels
- Using contacts



Conclusion

- 38 staff : 5 Elders : 3 Koori community groups
- Engagement through community
- Importance of Cultural Awareness
- Engage, Educate, Recruit to increase communication



“We Work as One”





Questions?



Special Thank You to:

Jenny Davis

Angela Cook

Steve O'Malley

Jeanette Johnson

Neil Bibby

Professor Jeanine Skorinko

Professor Reinhold Ludwig

Professor Stephen McCauley

Team Contact: ESFd15@wpi.edu