

## International Association of Wildland Fire Diversity and Inclusion Policy



### Embracing diversity and inclusion

Becoming a diverse and inclusive organisation will enable the International Association of Wildland Fire to learn from others, grow our understanding, and find new ways to address, understand and implement solutions to complex problems.

The IAWF desires to maintain a positive, empowering, inclusive and innovative culture that enables all members of the fire community to feel safe and valued when contributing to the IAWF. We want to operate in a flexible and open manner to meet our membership's needs and to help members achieve their fullest potential.

### What we mean by diversity and inclusion

Diversity encompasses all the differences between people in how they identify in relation to age, caring responsibilities, cultural background (including Indigenous peoples), disability, gender, sexual orientation, and socioeconomic standing, as well as their profession, education, work experiences and organisational role (professional identity).

Inclusion is when a diverse group of people (e.g. different ages, genders) feel equally valued and respected, have equal access to opportunities and resources, and can freely contribute their perspectives and talents to improve the IAWF.

### Our principles

We live our diversity and inclusion values when our people:

- leverage the experience and ideas of others
- embrace different viewpoints
- feel they belong and know their unique contribution is valued
- have equal opportunity to participate
- connect synergistically with our diverse membership and broader fire community to understand their needs.

### Our Direction – Now and for the Future

Beginning immediately, we will strive to achieve:

- Gender balance at IAWF conferences, including panels, keynote speakers and registrations.
- Gender balance within our membership and Board members.
- Geographic diversity within the membership, Board members and all other IAWF activities.
- Greater inclusion of other underrepresented groups (age, Indigenous, disability, etc)

We will implement this direction by;

- Actively seeking gender balance for our conferences and membership
- Actively encouraging and proactively seeking membership from all parts of the globe
- Actively encouraging and proactively seeking members from all different professional backgrounds within the global fire community
- Eliminating any organisational structures or actions that oppress, exclude, limit or discriminate on the basis of race, gender, ethnicity, financial ability, sexual orientation, religion, disability or age.

We will monitor and evaluate this direction by:

- Annually assessing milestones and progress in our direction
- Annually reporting accomplishments in our Annual Report.