



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

Maria Sharpe

ABSTRACT – Aging demographics in the Canadian Wildland Fire workforce and additional challenges around recruitment and retention of skilled workers point to the need for efforts that encourage diverse, inclusive, and healthy workplaces. The objective of this presentation is to share the results of a Canadian Wildland Fire demographic survey that will be conducted in the summer of 2019 and highlight how the Canadian Wildland Fire community is seeking to approach the issue of diversity and inclusion. The survey will be sent to permanent and seasonal wildfire staff across Canada to gather information on demographics and barriers to recruitment and retention. It is likely that the results of the survey will resonate with the global wildland fire community. Therefore, we will be sharing ideas from Canada on how we hope to approach the issue followed by a facilitated discussion with the audience to gain insight from a variety of jurisdictions so that we can leave with a better understanding of the value of a diverse and healthy workforce and how we may get there as a wildland fire community.

Keywords: Diversity; inclusion; gender; workforce