

Connecting & Belonging

TASMANIAN FOREST INDUSTRY DIVERSITY ACTION PLAN | 2022 - 2025

PROJECT REPORT

2021 - 2023



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SUPPORTED BY





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ABOUT THE PROJECT

The Tasmanian Forests and Forest Products Network (TFFPN), supported by the Tasmanian Government, provided leadership in the development of a Diversity Action Plan for Tasmania's forest and forest products industry.

This plan articulates and reflects the perceived and real constraints and barriers to supporting a diverse and inclusive workforce for our forest industry.

Key to its success is the engagement from stakeholders across the sector, government, training, and the community.

The people who developed this plan have embodied its title of Connecting & Belonging. They have connected with each other and built an inclusive project where everyone can feel they belong. These individuals have freely given their time and expertise to not only develop this plan but, more importantly, to lead and guide the implementation of key actions within this plan.

The GREAT theme of this plan requires strong leadership in managing change. This is a change management plan, and with a focus on providing tools to help the industry become more inclusive and to attract and retain a diverse workforce.

With this change, the forest and wood products industry can realise a vision of being an 'industry of choice' with a skilled workforce that supports industry development and is representative of the community in which it operates.





THE DIVERSITY ACTION PLAN

www.tffpn.com.au/diversity-action-plan/

The Diversity Action Plan focuses on creating a **GREAT** environment for the Tasmanian forest industry to be an industry of choice with a diverse and skilled workforce that is inclusive of all employees.

Within this **GREAT** environment, the sector needs to not only replace its aging workforce, but also build a workforce of new people and with new skills.

Key to the success of the project has been the focus on people, through kindness, leadership, partnerships and being respectful.

This project has embodied the **GREAT** acronym.

G ROWING PEOPLE

R ESPECTED & RESPECTFUL

E QUITABLE & INCLUSIVE

A UTHENTIC LEADERSHIP

T EAMWORK & PARTNERSHIPS

GROWING PEOPLE

OUR FOCUS

The Tasmanian forest industry has an improved understanding of the current and future workforce and a culture of education and training to support its workforce.

OUR SUCCESS

DAP ACTION:

Development of a Workforce Portal to provide workforce, training, diversity and best-practice employment information.

Launched by Minister for Resources, Felix Ellis at Agfest 2023, this workforce portal provides relevant and accessible information to employers, employees and the community. The portal can be accessed at www.tffpn.com.au/portal



DAP ACTION:

Development of Industry-driven and sustainable training for the forest industry.

A Certificate IV in Forest Operations Training program has been developed by industry in partnership with TasTAFE to support employees with a focus on leadership, management and safety.

TasTAFE are taking enrolments during December 2023 with a mixed mode delivery to commence in late January 2024.

TASMSS0241-V01

FORESTRY LEADERSHIP Skill Set

Led by industry, and delivered by TasTAFE (RTO 60142), this **NEW** Skill Set is an opportunity for your organisation to create real pathways and careers in the forestry industry.

ENROL NOW



www.tastafe.tas.edu.au/courses/course/tasmss0241-v01



SAFETY
Monitor safety, health & environment



MANAGEMENT
Monitor & improve forestry operations



LEADERSHIP
Lead effective workplace relations



RESPECTED & RESPECTFUL

OUR FOCUS

The Tasmanian forest industry is understood and highly regarded as socially, environmentally and economically respectful and sustainable industry.

OUR SUCCESS

DAP ACTION:

Collaboration and development of key industry-wide messages on workforce, diversity and inclusion.

'Diversity & Inclusion: It's Everyone's Responsibility' postcards and flyers developed and distributed to industry.

Feedback from industry has been positive, with these factsheets being used by employers as conversation starters.

Connecting & Belonging

TASMANIAN FOREST INDUSTRY DIVERSITY ACTION PLAN

Diversity + Inclusion: It's Everyone's Responsibility

Simple steps that *everyone* can take
to make workplaces more inclusive



Learning

Learn about what diversity inclusion mean and the importance to everyone.

Listen to your co-workers, learn about their differences and recognise your own bias.

Participate in any learning opportunities that have been made available.

Kindness

Be respectful and treat others how *they* wish to be treated not how *you* wish to be treated.

Be considerate and *never* make jokes that may be offensive or alienate others.

Be aware of your words and tone when communicating within your workplace.

Action

Welcome and support new and different ideas from your co-workers.

Become a mentor or champion of diversity and inclusion in your workplace.

Be tolerant and take time to educate others who may not always behave respectfully.

MORE INFORMATION:



www.tffpn.com.au
workforce@tffpn.com.au



EQUITABLE & INCLUSIVE



OUR FOCUS

The Tasmanian forest industry works within a framework of policies and procedures to support diversity, inclusivity and equity for all employees.

OUR SUCCESS

DAP ACTION:

Mentoring programs across the Tasmanian forest industry to meet the needs of participants.

There is a Partnership Agreement with Rural Alive and Well to develop a youth program that will include networking and mentoring opportunities for employees under 35 years old.

DAP ACTION:

Diversity and inclusion awareness training programs to forest industry employers and employees.

A Partnership Agreement has been signed with Migrant Resource Centre Northern Tas to provide specialist information sessions to support and encourage Tasmanian forest industry employers in their current and future employment of a multicultural workforce.

AUTHENTIC LEADERSHIP

OUR FOCUS

Industry leaders understand and drive organisational change that is critical for the successful implementation of workforce diversity and inclusion initiatives.

OUR SUCCESS

DAP ACTION:

Establishment of a Diversity Reference Group to provide leadership, guidance and expertise.

A 30+ member Reference Group has developed and led diversity initiatives for two years. This group is comprised of forest industry, training, government and other key individuals.

Connecting + Belonging
TASMANIAN FOREST INDUSTRY DIVERSITY ACTION PLAN

**Diversity + Inclusion:
It's Everyone's Responsibility**

What will you do to support diversity and inclusion in your workplace?

EVERYONE
Take simple steps everyday to be inclusive in your workplace - learn about diversity + inclusion, listen to new ideas from co-workers, act with tolerance and kindness, and educate others

MANAGERS
Model diversity + inclusion everyday - in recruitment, in meetings and in all interactions

EXECUTIVES
Invest in workplace diversity + inclusion

MORE INFORMATION:
www.tffpn.com.au
workforce@tffpn.com.au

TASMANIAN FORESTS & FOREST PRODUCTS NETWORK
SUPPORTED BY
Tasmanian Government

DAP ACTION:

Develop a Hierarchy of Leadership that details how everyone could contribute to diversity and inclusion, from workers, to supervisors, managers and senior leaders.

A Hierarchy of Leadership poster developed and broadly distributed via hardcopy and online.

This highlights the reality that Diversity and Inclusion is everyone's responsibility and defines actions that can be done at each hierarchical level.

TEAMWORK & PARTNERSHIPS

OUR FOCUS

The Tasmanian forest industry works collaboratively with key and relevant stakeholders to develop workforce and diversity initiatives.

OUR SUCCESS

DAP ACTION:

Support gender diversity in the forest industry.

A partnership with Tasmanian Leaders to provide scholarships to women in the Tasmanian forest industry to participate in the I-LEAD Women in Industry Program.

A partnership with Trades Women Australia to provide support and training to forest industry employers on employing women in their workplaces.



DAP ACTION:

Provide information to enable forest industry employers to support First Nations employees.

A Partnership Agreement has been developed with Forest Practices Authority to improve cultural awareness information and training to Tasmanian forest industry through the provision of new educational resources.

We have welcomed the opportunity to be involved in the Diversity Project. As an organisation that works with people from CALD backgrounds, it has provided a good platform to highlight and share our experiences of working with diversity.

Funding initiatives to ignite conversation and increase awareness is important, however, ongoing financial support would be a sound investment. This would maintain the momentum so that the implementation can be embedded in practice - then it becomes sustainable with long lasting impacts.

Ella Dixon, Chief Executive Officer
Migrant Resource Centre, North

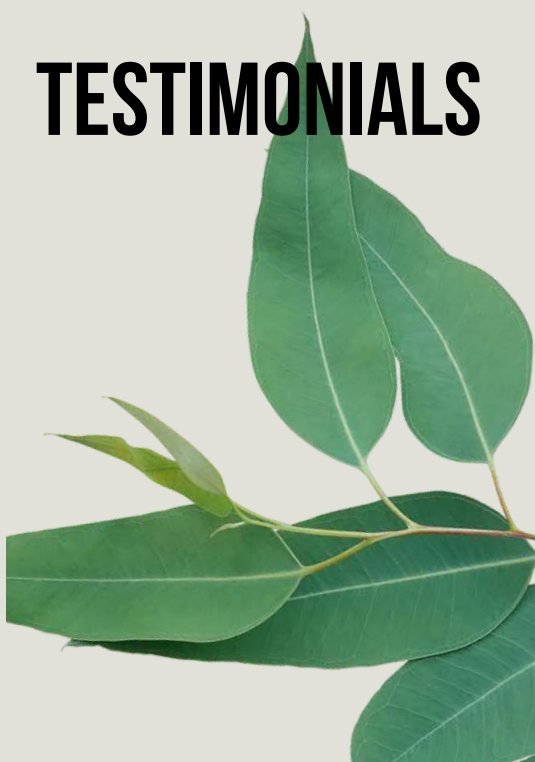
I was invited to participate in the Diversity Project as a representative of Arbre Forest Industries Training & Careers Hub.

As a business Arbre works with all sectors of the Forest Industry and participating in this Project and being able to learn how to provide feedback and information on the benefits of diversity to businesses and employees has been both educational and rewarding.

On a personal level it has reminded me that diversity and inclusion starts with me - "It's everyone's responsibility".

Denise DeBattista
Manager
Arbre Forest Industries Training & Careers Hub

TESTIMONIALS



'The diversity project has played a key role in assisting the industry in understanding the value and importance of diversity in the workplace.

It has also assisted workplaces in taking steps to highlight, and address some of the potential barriers to further developing diversity in our industry.

The industry still has a long way to go in addressing the unconscious biases present in our society today, but this has been a fantastic step in the right direction.

Nick Martyn
General Manager
Technical Forest Services

Tradeswomen Australia feels privileged to be a part of this project. Participation in this project has opened a lot of doors for us in Tasmania. We have met many allies and connected with women apprentices. Forestry has adopted the Tradeswomen Australia Diversity and Inclusion Training more than any other industry. A strong partnership has been formed that hopefully will benefit the women of Tasmania in securing employment in the Forestry Industry which is gender inclusive and safe. Much appreciation and gratitude for all the assistance and help we have received. We look forward to a long connection with the Forestry Industry.

Tanya Paterson
Workforce Diversity Officer
Tradeswomen Australia

I have been involved with the TFFPN Diversity Project since early 2022 through the multi-partner Reference Group. Exposure to the wider forestry sector has been of great value to me in my broader labour market work around north and northwest Tasmania for the Australian Government.

The management of the broad project agenda has been excellent and the demonstrated capacity to bring in stakeholders from around the region to this challenging initiative has been a key success factor. It would be worthwhile to see continuation of the critical diversity objectives commenced through the project to assist the forestry sector into the future.

James McCormack
Employment Facilitator
Local Jobs Program

The 'Diversity Plan' as we call it, provides both a resource and the impetus to have a discussion on the issues.

As a result of the project, we now think of diversity in a number of different ways.

Andrew Wye
State Manager
Wood Based Products

We have found it really beneficial to work with people working in the forest industry with lots of different backgrounds thorough the Diversity Project. It's been great for us to expand our professional network of colleagues, and it's also been really helpful to join the journey the Diversity Project has been on.

We are definitely more informed about diversity and inclusion and this will inform our work with the FPA.

Chris Grove
Communications and Training
Manager
Forest Practices Authority

TESTIMONIALS

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FURTHER INFORMATION

A committed group of individuals from across the forestry, government, community services and training sectors continue to provide their support and expertise into workplace diversity. This group has demonstrated ongoing commitment to being industry leaders in diversity and inclusion, with its membership ever evolving. At the time of the release of this report, its members include:

Brodie Frost - Reference Group Chair, Sustainable Timber Tasmania

Tracey Taylor - Diversity Project Manager + Tasmania Forestry Hub

Amanda Slater, Forico

Anthony Bate, C3 Forestry

Andrew Wye, Wood Based Products

Christine Grove, Forest Practices Authority

Clinton Dean, RDO Equipment

Darcy Vickers, Forest Education Foundation

David Milne, Rural Alive + Well

Denise DeBattista, Arbre Forest Industries Training + Career Hub

Ella Dixon, Migrant Resource Centre Northern Tas

Eva James, Reliance Forest Fibre

James McCormack, Employment Facilitator, DESE

Jillian Aylett Brown, MechLog

Jessica Jones, Jobs Tasmania

Laurel Treblico, Forest Practices Authority

Lauren Carter, JCH Harvesting

Linda Crawford, Sustainable Timber Tasmania

Molly Marshall, Private Forests Tasmania

Nick Martyn, Technical Forest Services

Nicola Minns, Sustainable Timber Tasmania

Tanya Paterson, TradesWomen Australia

Troy Robbins, TasTAFE



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