



# TRANSFORMATIVE ACTIONS FOR COMMUNITY-LED DISASTER RESILIENCE

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## Acknowledgement

We acknowledge the Traditional Custodians and Owners of the lands on which we work and live across Australia.

This report was created by people living on Bunurong, Wurundjeri, Euahlayi and Peramangk Lands.

We pay our respects to Elders past, present and emerging and acknowledge the sovereignty of Aboriginal and Torres Strait Islander peoples. We are committed to collaboration that furthers self-determination and creates a better future for all.

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## EXECUTIVE SUMMARY

Community-led disaster resilience building presents the opportunity for system changes that can break cycles of disadvantage and enhance long-term thriving. This report proposes six transformative actions for putting this into practice to strengthen the disaster resilience of Australian communities in the face of climate change.

Community knowledge, skills and lived experience are a highly valuable but largely under-utilised resource. This includes Australia's First Nations peoples, whose custodianship of Country dates back tens of thousands of years. Disaster-affected communities across Australia are issuing a clarion call for their direct involvement as leaders in planning and decision-making toward disaster resilience, with the support of local governments, agencies and NGOs. Now is the time to unlock this under-utilised potential.

Across Australia, there are already existing examples of successful and ongoing models and processes of community-led disaster resilience. This includes Indigenous Caring for Country. We should not reinvent the wheel. Instead, we can learn from and connect existing community knowledge and skills to support transformative resilience.

Communities have told us that key impediments to community-led disaster resilience building efforts include: a lack of available resources and access to decision-making processes, inadequate emergency and recovery response, lack of cultural competency and genuine engagement with Indigenous

communities and other marginalised groups, and a lack of recognition of community strengths, values and critical local knowledge.

The following actions have been identified through in-depth discussions with a diverse range of community members, local government and other agency representatives on the system changes needed to enable community-led disaster resilience. We suggest that, if implemented, these actions would be transformative for our disaster resilience system, supporting community-led resilience efforts in every Australian community.

# RECOMMENDATIONS

## **RECOMMENDED ACTION 1**

Create pathways for direct investment in community leadership and capabilities for community-led disaster resilience planning and action.

## **RECOMMENDED ACTION 2**

Support a national community network as critical social infrastructure for strengthening the resilience capacities of Australian communities.

## **RECOMMENDED ACTION 3**

Formalise inclusive community voice, representation and partnerships in disaster resilience policy and programs.

## **RECOMMENDED ACTION 4**

Formalise Caring for Country as a holistic resilience practice supported by a national Indigenous Disaster Resilience and Climate Adaptation Framework

## **RECOMMENDED ACTION 5**

Make data open, coordinated and readily accessible to communities by streamlining information flows across governments and agencies at local, state and national scales.

## **RECOMMENDED ACTION 6**

Invest in an innovation platform that facilitates rapid learning, co-design and scaling of promising community-led disaster resilience models, methods and tools.

# 1. INTRODUCTION

## About this report

Community-led disaster resilience building presents the opportunity for system changes that can break cycles of disadvantage and enhance long-term thriving. This report proposes **six transformative actions for putting community-led disaster resilience into practice**, strengthening Australian communities in the face of climate change. We hope that it provides insights, ideas and guidance for disaster resilience policy-makers in national, state and local government, as well as disaster resilience practitioners and other organisations supporting communities in their resilience building efforts.

This report has been produced by Fire to Flourish, drawing on evidence from Fire to Flourish’s research and community engagement, as well as insights from other Monash-based research programs<sup>1</sup> and two online participatory workshops recently hosted by Fire to Flourish. These workshops focused on community voice and system change, with 60 representatives from disaster affected communities, local councils and other government agencies and non-government organisations (NGOs). The 60 participants discussed and shared their insights on community priorities for system-level changes to support community-led disaster resilience, and how community voices should be incorporated into policy design and implementation of disaster resilience initiatives. See Appendix 1 for further details on the workshops. Quotes from the workshop participants appear throughout this report.

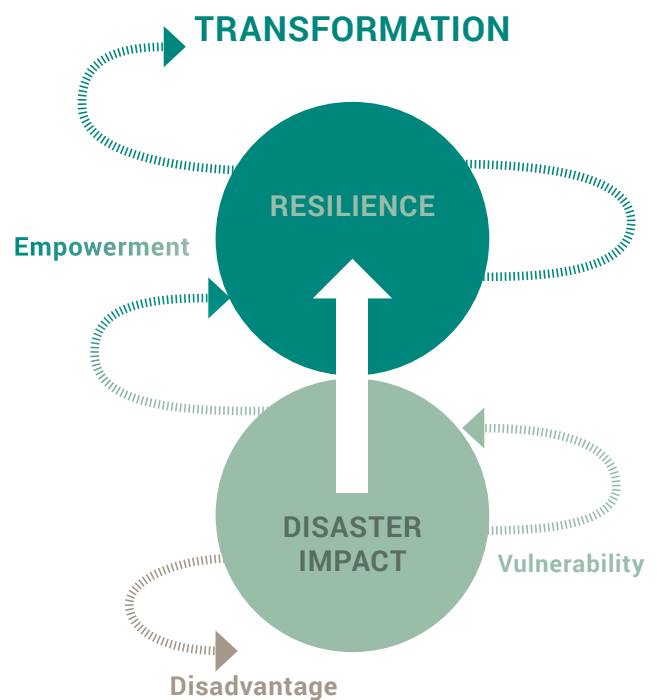
## WHAT IS DISASTER RESILIENCE?

Despite the widespread use of the word ‘resilience’ in disaster management, the concept has been borrowed from other domains and there is not yet a clear definition for what disaster resilience means for communities, or how to operationalise and measure it in practice<sup>3</sup>. Fire to Flourish has adopted the following definition to guide its work: The ability to cope with short-term disruptions, adapt to long-term changes, and where necessary, transform the system so it can continue to function under future shocks and stresses.

## Background

Disaster risk and resultant damages are increasing at an alarming rate across Australia. The immediate and long-term impacts on communities are devastating. Communities experiencing forms of inequity are often more severely affected by disasters than others, and have fewer opportunities to access the resources required for recovery, thereby further entrenching disadvantage<sup>2</sup>. Recovery from disasters like the 2019/20 bushfires is a long and complex process. Yet, if disaster recovery is community-led, it presents the opportunity for transformative changes that can shape the pathways of a community’s development in ways that break cycles of disadvantage and enhance disaster resilience.

Communities across Australia are already leaders in building disaster resilience. The critical importance of this community leadership is now well established in Australia. It was highlighted by the Royal Commission into National Natural Disaster Arrangements<sup>4</sup> following the 2019/20 bushfires, the CSIRO Report on Climate and Disaster Resilience<sup>5</sup> and the AIDR/EMA National Handbook on Community Recovery<sup>6</sup>. This is also the position of the Fire to Flourish program, which is trialling community-led approaches to disaster recovery that create pathways towards reducing disadvantage and increasing resilience. We call this transformative resilience, as shown in Figure 1.



*Figure 1: Disrupting entrenched disadvantage and disaster impact through a model of empowerment and transformation that supports communities to build resilience.*

In order for transformative resilience processes to happen at scale, communities must be supported to take the lead in disaster resilience planning and action. There is an urgent need for insights and guidance on how to support community-led resilience in practice, informed by communities and their experiences and evidence-based research.

Community knowledge, skills and lived experience are a highly valuable but largely under-utilised resource. This includes Australia's First Nations peoples whose custodianship of Country dates back tens of thousands of years. There is an urgent need for all disaster stakeholders to move away from a deficit model and towards a strength-based framing of the role of communities. This means instead of focusing on what is perceived as lack of understanding and skills, or otherwise seen as 'wrong' with communities, the focus should be on building on existing community strengths.

Communities, local governments, agencies and NGOs all have critical roles in strengthening disaster resilience, and collaboration is essential. Disaster-affected communities across Australia are issuing a clarion call for their direct involvement as leaders in planning and decision-making toward disaster resilience, with the support of local governments, agencies and NGOs. Now is the time to unlock this under-utilised potential.

As a matter of urgency, Government agencies must engage with Indigenous communities to identify the system changes needed for Indigenous people to self-determine their futures, be recognised as part of their community's leadership fabric, and ensure culturally appropriate forms of support

before, during and after a disaster. The 2019/20 bushfires and the COVID-19 pandemic have brought into stark focus the need for governments, emergency responders and service providers to provide all communities with culturally appropriate and accessible services, and that communities are not subject to further inequities and re-traumatisation by the experience of disaster. For Indigenous communities in particular, stories of people feeling culturally unsafe or being turned away from evacuation centres are harrowing, and the experience of evacuation (including, in some instances, threats of child protection interventions as a motivator) reminded Elders of historical government practices of being taken off Country and removing children from families<sup>3</sup>. Devastating socio-cultural damage has resulted, triggering the intergenerational trauma of displacement from Country.

Communities require genuine decision-making power to lead their resilience building and recovery from disasters, and to take up the opportunity for transformative resilience. Indigenous communities in particular need to be explicitly involved in decision-making processes pertaining to their social, cultural and spiritual wellbeing on Country, which is underpinned by their custodian obligations. Local government and locally-embedded agency staff are seen as key partners in community-led visioning and decision-making processes. However, to play their role and support community-led resilience, they must be adequately resourced and capacitated, and this must include building their cultural competency and trauma-informed practice skills.

**“It isn’t about “community voices being heard”. It’s about at-risk communities being respected and trusted to collaborate in the process and for the agencies to modify their processes and expectations to enable community participation.**

**(Workshop: Community Rep)**



## 2. COMMUNITY-LED DISASTER RESILIENCE

A key message from the workshop participants was the need for community-led disaster resilience planning to be an option available to every community in Australia. Across Australia, there are already existing examples of successful and ongoing models and processes of community-led disaster resilience. This includes Indigenous Caring for Country. We should not reinvent the wheel. Instead, we can learn from and connect existing community knowledge and skills to strengthen community-led disaster resilience.

**“The few examples I know of genuine community-led disaster resilience all operate outside of the “system”. Networking and connecting these early examples of community-led disaster resilience may be one of the best ways of providing support.”**

**(Workshop: Community Rep)**

### **CARING FOR COUNTRY**

Caring for Country is a holistic practice that nurtures Country, people, culture and community, which may include but is not limited to Cultural Burning practices. Indigenous Traditional Ecological Knowledge (TEK) is the cumulative body of knowledge associated with ecological relationships that has been passed on intergenerationally and is inclusive of, for example, Indigenous cultural seasonal calendars, and land and waterways management.

The vision for community-led disaster resilience planning and action articulated by the workshop participants and through Fire to Flourish’s broader engagement with communities is one that goes far beyond disaster response. Disaster resilience is a systemic quality that requires much more than good disaster risk reduction, response and recovery:

- It includes communities and agencies working in partnership, as well as coordination across agencies, to reduce risk, prepare for events and respond in the aftermath in ways that meet communities’ needs and priorities.
- It requires an enabling environment that brings to the fore diverse community voices and knowledges to form inclusive community-led visions for, and support actions towards, a socially connected, sustainable and thriving future.
- Reducing disaster risk and supporting resilience includes recognising and reducing systemic inequities, in particular racism and the effects of intergenerational trauma and inequity. The lived experiences of Indigenous communities and practices of Caring for Country must be central to reformed approaches to building disaster resilience.

**“Ensuring that all community voices are heard including people that have ESL and come from low socio-economic backgrounds”**

**(Workshop: State or Federal Government or Agency Rep)**

**“(We need) real and legitimate discussions with community with genuine listening from agencies”**

**(Workshop: Community Rep)**

Communities have told us that key impediments to community-led disaster resilience building include: a lack of available resources and access to decision-making processes, inadequate emergency and recovery response, lack of cultural competency and genuine engagement with Indigenous communities and other marginalised groups, and a lack of recognition of community strengths, values and critical local knowledge.

### 3. TRANSFORMATIVE ACTIONS FOR COMMUNITY-LED DISASTER RESILIENCE

The following actions have emerged through our work to date as having the potential to be transformative for our disaster resilience system, supporting community-led resilience efforts in every Australian community.

#### RECOMMENDED ACTION 1

**Create pathways for direct investment in community leadership capabilities for community-led disaster resilience planning and action.**

#### WHY IT WILL BE TRANSFORMATIVE

Communities are ready and willing to take the lead in building their futures, but their capacity is limited by a lack of funding and time. While communities bring many strengths, they may also benefit from some capability building to support community action. This is particularly the case for communities experiencing forms of structural disadvantage. Local communities need to be resourced over the long-term to be able to act. Activating this largely untapped community strength and capacity would be transformative in reducing disaster risk and building resilience, which will drastically improve outcomes for communities and lighten the burden on the emergency management sector.

#### HOW IT COULD BE IMPLEMENTED

To achieve this, communities require support in terms of:

- a. Ongoing resourcing for place-based Indigenous and non-Indigenous community disaster resilience facilitators who would work to mobilise existing strengths and build community capacity, and liaise with Local Government and agencies. The facilitators should be connected to and respected in their communities, trained in the principles of community development, including recognition of the critical importance of building trust and relationships, and taking a partnership approach of doing 'with' not 'for' or 'to' community.

**“Place Managers for every township, we are here to make a difference. Invest in every community a person that has their eyes and ears to the ground. They find solutions for people, and so much more.”**

**(Workshop: Community Rep)**

**“Planning capabilities and resources need to be in place before the events”**

**(Workshop: Community Rep)**

- b. Increased and targeted funding to Local Governments to strengthen their capacity and capability for supporting community-led disaster resilience planning and action, as well as their cultural competency for working with Indigenous communities. This will particularly help Local Governments to support communities and vulnerable groups that are harder to reach and have lived experiences of structural inequities. Local government authorities within each state would be well placed to support this additional focus for local shire councils.
- c. Funding to establish regional networks of hyperlocal resilience hubs. These hubs would offer a place for community to come together to plan disaster resilience building actions, potentially act as evacuation spaces during disaster events, and as spaces to come together to heal and recover afterwards. Resilience hubs could be new facilities or they could leverage existing community infrastructure with additional functionality. The Resilience Hub Initiative in Northern California is an interesting example. Funding would support the co-design, testing and replication of a model tailored for Australian communities, providing a scalable approach for federal funding to reach directly into communities.

## RECOMMENDED ACTION 2

**Support a national community network as critical social infrastructure for strengthening the resilience capacities of Australian communities.**

### WHY IT WILL BE TRANSFORMATIVE

Infrastructure that supports communities to directly connect, share and learn is missing from Australia's disaster resilience landscape. The network would support ongoing learning and knowledge sharing by people with direct lived experience of disasters as well as tried and tested community-led planning models and processes. This network for learning and connection will transform community resilience planning by unlocking a critical community knowledge base to enable continuous learning and innovating across Australia. Individual communities will be able to draw on the experience of others and improve their own practices as well as readily access other forms of support, such as knowledge resources, training opportunities and research advice. The connections will enable community-centred local, regional and state-level disaster resilience initiatives. Finally, the network would support community partnerships with governments and agencies in the development and implementation of disaster resilience policy.

**“Sharing people’s experience on planning worked brilliantly... personal sharing with time and resources to allow for this would make a big difference”**

**(Workshop: Community Rep)**

**“The consistency of conversations is hard to deny... this great group of people who care about these issues all feel the same. There is momentum we need to capitalise on - how can we leverage changes? Power in numbers.”**

**(Workshop: State or Federal Government or Agency Rep)**

## HOW IT COULD BE IMPLEMENTED

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Partnerships are critical to the success of such a community network, with the Government's role being to provide funding that enables sustainability of the network. Fire to Flourish is seeking to catalyse such a network and welcomes interest from potential members and partners. Community-led governance of the network would be important to ensure it is designed and maintained in ways that align with and support community needs and priorities. The national community network could connect hyperlocal resilience hubs and place-based resilience facilitators based within communities, and connect, promote and strengthen other relevant communities of practice. Government and other partner funding would support:

- People and infrastructure needed to enable the network to operate at scale.
- Local and regional activity to activate communities' participation in the network, for example through events, training and mentoring.
- Development of community knowledge infrastructure to support learning and sharing.
- Activation of sub-networks of interest (for example, healing through creative arts, businesses, schools, young people, Indigenous communities).

**“...the need for a network among communities is just not given enough emphasis, there are so many things happening in different communities. The ability to link up, share ideas, even share resources, especially for the remote communities, that may not have as much resources, just being part of that larger group can be so helpful and resourceful for communities”**

**(Workshop: NGO Rep)**

## RECOMMENDED ACTION 3

**Formalise inclusive community voice, representation and partnerships in disaster resilience policy and programs.**

### WHY IT WILL BE TRANSFORMATIVE

Communities need a genuine seat at the decision-making table in disaster resilience policy, planning and action, and related social and planning policy at all levels, to leverage existing community knowledge and to inform holistic and strategic approaches that deliver positive outcomes for communities. This includes communities and agencies working in partnership to tackle growing disaster risk and build resilience in ways that meet communities' needs and priorities and protect their social, cultural and spiritual values.

### HOW IT COULD BE IMPLEMENTED

This requires an enabling environment that brings to the fore diverse community voices, representation and knowledge. A type of formalised involvement could, for example, take the form of standing committees as key partners across the policy process, going beyond an advisory role. Particular attention should be paid to the inclusiveness of community involvement to ensure all voices, particularly those of Indigenous communities and marginalised groups (e.g. LGBTQIA+, English as a second language, homeless, people living with a disability), are actively supported to be involved. There is potential for these standing committees to act as direct links between the proposed national community network and governments and agencies.

**“We need multi layered changes - one important change would be to establish community resilience committees or similar in each local government area involving diverse representatives in regular conversations and actions to strengthen their communities in prep for their particular risks and be resourced supported by a paid local worker”**

**(Workshop: State or Federal Government or Agency Rep)**



## RECOMMENDED ACTION 4

### Formalise Caring for Country as a holistic resilience practice supported by a National Indigenous Disaster Resilience Framework

#### WHY IT WILL BE TRANSFORMATIVE

Caring for Country is much more than Indigenous land management: it is a holistic practice that encompasses care for Community, Culture and Country. It is a practice and philosophy that fosters cultural connection, knowledge creation and transmission, and promotes holistic wellbeing. Formalising Caring for Country as a holistic resilience practice through a National Indigenous Disaster Resilience Framework provides an opportunity to balance Indigenous social, cultural and ecological values with Western science. It would further allow communities to lead on their disaster resilience, disaster risk reduction, preparedness, recovery, and overall social, mental and spiritual health.

#### HOW IT COULD BE IMPLEMENTED

The development of a National Indigenous Disaster Resilience Framework could begin with the facilitation of local Indigenous engagement processes that enable truth telling about previous experiences of disaster and disaster management and collaboratively plan for future events. The continued experience of entrenched racism,

displacement from Country, marginalisation in the management of protected areas, and lack of engagement in disaster planning and preparation creates intersecting challenges for Indigenous communities, public sector agencies and non-government organisations responsible for disaster relief and recovery. A central challenge in these engagements is trust, or lack of trust, between Indigenous communities and government. To establish trust, there is a need for local level truth telling processes where people can explore their experiences in culturally safe and supportive ways. From there, collaborative planning processes would explore the needs of Indigenous communities, what has previously worked, and what are the resources and tools that need to be developed, culminating in the development of the National Framework.

Implementation of the National Indigenous Disaster Resilience Framework could be supported by the establishment of a **national institute focused on Caring for Country, inclusive of Cultural Burning**. This institute would be led by Indigenous experts and be positioned to lead on Indigenous Traditional Ecological Knowledge, Indigenous environment and land management practices, management of Indigenous environmental data, sharing of expertise and development of responses to reduce disaster risk, and build resilience based on Indigenous leadership, cultural connections and knowledges. This would be a key opportunity for Indigenous professional education, skills training and employment, partnering between government and agencies with Indigenous communities, and strengthening partnerships and exchanges between Indigenous knowledges and Western science.

## RECOMMENDED ACTION 5

**Make data open, coordinated and readily accessible to communities by streamlining information flows across governments and agencies at local, state and national scales.**

**“People had to repeat themselves to different organisations – this affected people’s mental health”**

**(Workshop: Community Rep)**

### WHY IT WILL BE TRANSFORMATIVE

During the disaster response and recovery phases, a lack of coordinated information flow between agencies about individuals seeking support can inhibit access to recovery resources and lead to re-traumatisation, with people having to repeat their stories and information to different agencies, and feeling overwhelmed and confused in navigating the available support services. Cross-agency sharing of client information would reduce this burden on individuals and businesses. Furthermore, support could be streamlined via an up-to-date ‘one-stop-shop’ to connect individuals and businesses with nationally, regionally and locally available services. This resource, together with other information repositories such as the AIDR Knowledge Hub and envisaged national community network, could support the regional networks of resilience hubs and place-based facilitators to support their communities in a streamlined manner and help them connect into local initiatives.

### HOW IT COULD BE IMPLEMENTED

A model could be a service that allows individuals to authorise cross-agency sharing of information on their behalf. A one-stop-shop could be a federally resourced web portal that consolidates accessible information about national, state and locally available support services, searchable by postcodes. This resource could link in with regional resilience hub networks and the national community network, both in design and implementation in so far as it would allow for these networks’ capability to continuously update content.

## RECOMMENDED ACTION 6

**Invest in an innovation platform that facilitates rapid learning, co-design and scaling of promising community-led disaster resilience models, methods and tools.**

### WHY IT WILL BE TRANSFORMATIVE

Pockets of disaster resilience innovation by communities and organisations exist across Australia. However, there are too many examples of lived experiences that are not shared, lessons that are not learned, and pilots that are not scaled. We are missing invaluable opportunities to bring together the collective wisdom and experience of communities, governments, agencies, researchers and practitioners to allow for generation, synthesis and application of new knowledge, and preventing reinvention of the wheel. Reducing Australia's disaster risk requires the provision of resources and scaffolding that brings stakeholders together to be strategic in our learning and scaling, pooling the evidence, insights and toolkits for replication and adaptation in moving from risk to resilience.

### HOW IT COULD BE IMPLEMENTED

An innovation platform would bring people and organisations together with knowledge infrastructure to create evidence-based, scalable approaches for disaster resilience building. It would include actors from government (including but not limited to emergency and community services), NGOs, Indigenous and non-Indigenous community leaders, research institutes, philanthropy and the private sector, to develop, refine and scale new models, methods and tools. Communities have emphasised that the following topics need innovation as a priority:

- a. Community-led disaster resilience planning methods that draw on community values, historical knowledge and future projection scenarios.** Community values include the priorities and aspirations that reflect its diversity. Historical information should include local environmental events and conditions, including perspectives from local Indigenous communities. Future projections, prepared in a transparent and accessible way, should include possible future scenarios in terms of climate averages and weather extremes as well as future demographic projections.

“Full and comprehensive community asset mapping with all the actors leading to a resilience plan built by community with agency intelligence and support to be enacted during hazards, that recognises capacity and capability of all the actors, roles and responsibilities, and a open and honest partnership for the future in climate change an more regular and intense hazards that will inevitably lead to disaster while we don’t mitigate/understand/realise vulnerability”

(Workshop: Community Rep)

- b. Granting models that respond to community needs.** Competitive granting models pit communities against each other and their local governments, leaving valuable community strengths and combined collective expertise untapped. Communities experiencing trauma and forms of structural disadvantage face additional challenges when entering competitive, timebound and bureaucratic granting processes. This means that funding for disaster resilience and recovery often remains unattainable for those who need it most. Funding should be allocated based on need. Ideally, communities would have full control over how grant funding is allocated and distributed, determined through participatory processes in accordance with their priorities.
- c. Indigenous-led resilience models and methods that reflect cultural values and practices.** Indigenous ways of knowing and relating provide a powerful and under-utilised approach to living in greater harmony with the natural world, including in the context of disasters. With a strong focus on relationality, Indigenous ways of knowing encourage us to live in connection with the land and waters, and for communities to see themselves as part of that land and place, rather than separate. As emergency management increasingly shifts towards community-led and place-specific responses, there is significant opportunity for Indigenous wisdom to play a leading role.

## 4. CONCLUSION

As Australia faces more frequent, intense and compounding extreme weather events, it has never been more urgent to strengthen the disaster resilience of Australian communities. The call from communities is loud and clear: community-led approaches must be the way forward. This does not mean community being left on its own - the expertise, support and resources of governments, emergency responders and service providers are critical.

It means that the knowledge, skills and lived experience of communities, as well their values, priorities and future aspirations, are central in resilience planning and action. It means that communities have the ability to self-determine their future, with inclusive voice and genuine representation and partnership in all layers of disaster resilience policy and program implementation. It means communities being supported and resourced to grow the leadership and resilience capacities needed for community-led action.

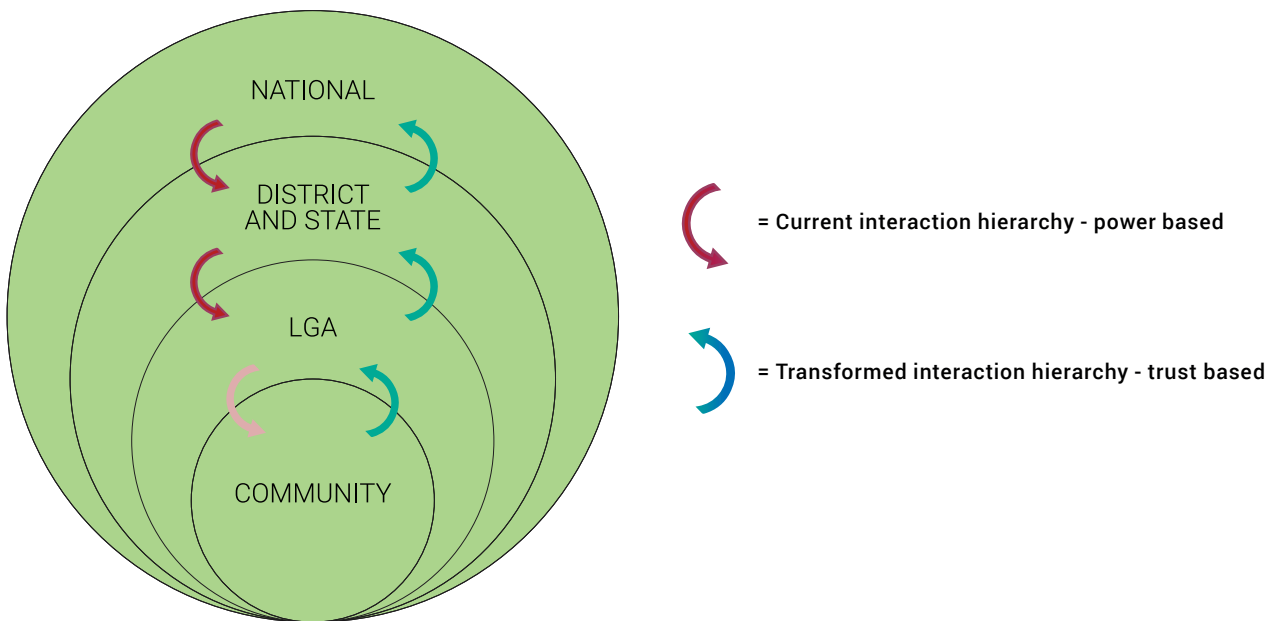


Figure 2: Interaction hierarchies: current and transformed. Adapted from Mayhew et al., 2021<sup>7</sup> Under the current interaction hierarchy, the link between the LGA level and community is weaker due to limited current interaction with communities in general.

Currently, disaster resilience operates within a power-based hierarchy with governments at the top and communities the final receiver of policies and practices (see Figure 2). Community-led disaster resilience is a transformational change from the current approach. It would mean a move from the current power-based hierarchy, to a transformed interaction hierarchy based on trust and community leadership.

For this transformation toward community-led disaster resilience to be enabled across Australia, systemic changes are needed in disaster policy, planning and action. Particular attention is needed to reform how Indigenous communities are engaged with and supported before, during and after a disaster, and to respect the leadership of Indigenous people in Caring for Country and fostering conditions for all Australian communities to thrive. The transformative actions recommended in this report set out priorities identified through Fire to Flourish's research to date, including direct contributions from more than 60 representatives of communities, local governments and other organisations through two participatory workshops. Each action, if implemented, would radically strengthen our system foundations for communities to become empowered partners in Australia's disaster resilience.

Fire to Flourish is currently trialling some of the approaches recommended in this report, including a model of place-based community facilitators, facilitating community-led resilience planning and granting processes, supporting the establishment of hyperlocal resilience hubs with some of our

partner communities, and catalysing foundations for a national community network. Our work is supporting diverse communities to have a seat at the table in disaster resilience planning and action, and in doing so, we are generating evidence of what works, why and for whom. We are particularly working with communities experiencing chronic underinvestment in the systems and infrastructures that underpin resilience capacities, and who have felt excluded from recovery and resilience building processes, including Indigenous communities via our experienced Indigenous Partnership Group.

We hope this report offers useful stimulus for our collective journey of strengthening Australia's disaster resilience, and community-led resilience action in particular. We welcome the opportunity for discussion and to support further collaborative development of the ideas proposed in this report.



# APPENDIX 1: COMMUNITY VOICE AND SYSTEM CHANGE WORKSHOPS

The two '**Community Voice and Systems Change**' workshops were hosted by Fire to Flourish via the zoom platform on Wednesday, 18 May and Friday, 20 May 2022. The 60 participants discussed and shared their insights on their ideas for what change or initiative would make the biggest difference for community disaster resilience. For these priorities, the participants then discussed:

- What external (top down) support would enable these kinds of outcomes?
- What bottom-up capabilities would communities themselves need to see the desired kinds of outcomes?

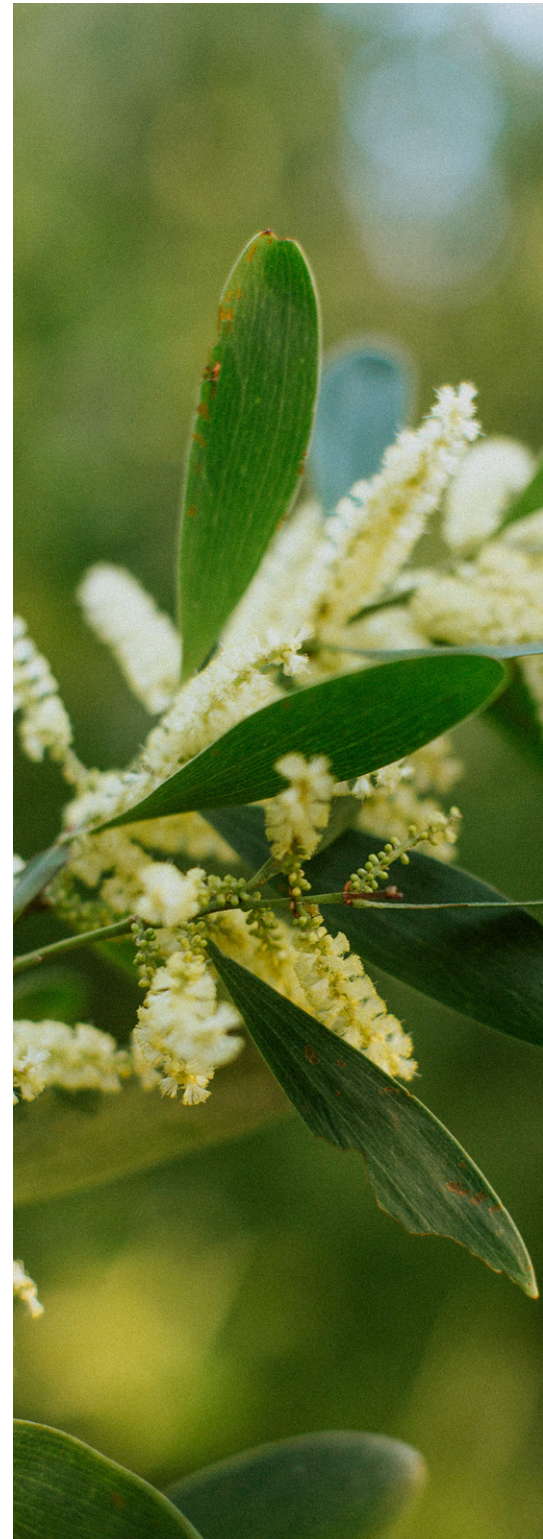
In relation to community leadership in disaster resilience planning and decision-making, the participants explored:

- Barriers to making these changes and how these barriers could be overcome.
- What community leadership in disaster resilience action looks like.
- What systems are needed to support communities to be proactive in disaster resilience decision-making.
- What other supports communities need to be active in disaster resilience building.

Thanks go to the Fire to Flourish staff who facilitated these discussions in breakout groups: Lauren Anseline, Frank Archer, Gretel Evans, Kate Fawcett, Kerry Jones, Adriana Keating, Tasman Munro, Jana-Axinja Paschen, Nick de Weydenthal and Cathy Wilkinson.

## ENDNOTES

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Fire to Flourish is a five-year transdisciplinary program working at the intersection of disaster resilience and community development. In partnership with communities affected by the 2019/20 Australian bushfire season, Fire to Flourish aims to support communities to lead their own recovery, co-create foundations for long-term resilience and wellbeing, and disrupt cycles of entrenched disadvantage. The program will trial and scale innovations in community-led resilience community-led resilience, amplified through partnerships with government, philanthropic, not-for-profit and private sector organisations.

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A partnership between:

