Diversity in the Fire Service

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Please assist us in gathering INSTANT FEEDBACK

Answers will be anonymous

Texting
On the web

GAYLE23

PotEv.com/gayle23
Serving: 66,861 (80,670)
Stations: 7 (1 seasonal)
Members: 87
Calls per day: 24
Calls per year: 8,862
*Approximate numbers 2015-2017

Serving: 4,031,000
Stations: 106
Members: 3,338
Calls per day: 1,330
Calls per year: 486,672
*Approximate numbers 2015-2017
How much effort does your department put into recruiting a diverse workforce?

- None at all
- We do very little
- A sufficient amount
- We do plenty; we can do more

Start the presentation to activate live content

If you see this message in presentation mode, install the add-in or get help at PollEv.com/app

Did the word "diversity" appear in your mission statement, core values or departmental policies?

- Yes
- No
- I don’t know

Start the presentation to activate live content

If you see this message in presentation mode, install the add-in or get help at PollEv.com/app
Fire Department Goals

Palo Alto Fire Department

- Palo Alto Fire Department Recruitment Goal: The objective is to establish ongoing candidate recruitment as a critical task, and specifically calls for the department to identify and create outreach programs to recruit a diverse workforce.

Los Angeles Fire Department

- Los Angeles Fire Department Strategic Plan Goal #8: Recruit, develop and retain a professional and diverse workforce.
- Recruitment Goal: The goal is to recruit qualified diverse candidates to become firefighters with the Los Angeles Fire Department to reflect the people we serve.

Recruitment Organizational Chart

Palo Alto FD

- Deputy Chief
- Light duty (If available) or Recruitment Liaisons

LAFD Training and Services Bureau

- Firefighter Recruitment Section
- Recruit Services Section
- In Service Training Section
- Recruitment Events
- Preparatory Programs
- Youth Development Programs
What is "diversity" in the Fire Service?
Why do we want it?
Where does it come from?
How do we do it?
HOW MUCH will it COST?

Give an example of diversity using one word.
What is Diversity?

Why is Diversity Important?

- Community places more trust in an agency that represents them
- Diverse organizations make better decisions
- Diversity of all backgrounds makes our community stronger
California’s Changing Demographics

Sources: California Department of Finance 1970–2000; U.S. Census Bureau estimates; decennial censuses; American Community Survey 2015, Public Policy Institute of California

Firefighter Gender Statistics

Male
Female

U.S. Dept of Labor Total: 252,000
Los Angeles Fire Total: 3,338
Palo Alto Fire 90 Total: 90
# Firefighter Ethnicity Statistics

### U.S. Dept of Labor Total: 252,000
- White (Caucasian): 84.10%
- Hispanic or Latino: 15.90%

### Los Angeles Fire Total: 3,338
- Black (African-American): 66.67%
- Hispanic or Latino: 22.22%
- Asian and Pacific Islander: 11.11%
- Other: 0.00%

### Palo Alto Fire Total: 90
- White (Caucasian): 71.11%
- Hispanic or Latino: 22.22%
- Other: 6.67%

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## Something to think about...

### Firefighter Candidate Testing Center Eligible List 2017

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<th>ALL Candidates</th>
<th>EMT Candidates</th>
<th>Paramedic Candidates</th>
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Deployment and Modeling

How do we Recruit?
Recruitment Events

- Marketing - City Resources
- Public Safety Announcement
- Diversity Campaign
- Focused Diversity Events
- Firefighter Expos
- Partnerships with Schools
Preparatory Programs

- Applicant Orientation Program
- CPAT Practice
- *Written Preparation
- Interview Preparation
- Mock Interviews
- Candidate Assistance Program

Youth Development Programs

- Girls Camp
- Youth F.I.R.E Program
- High School Magnet Program
- Cadet Program
The Strategy

Priority 1
Leadership
and
Promotional Inclusion
The Challenge

• Have the Conversation
• Set Goals
• Collaborate
• Take Initiative
• Get Creative