

DIVERSITY, EQUITY & INCLUSION IN THE FIRE SERVICE

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FIREHOUSE[®]



MUNICIPALITIES HAVE PLACED A RENEWED FOCUS ON BUILDING WORKFORCES THAT REFLECT THE DIVERSITY OF THE COMMUNITY THAT THEY SERVE AND ON A CULTURE THAT VALUES INCLUSION. THE POTENTIAL BENEFITS OF INCREASING DIVERSITY AND PRODUCING A MORE INCLUSIVE WORKFORCE ALSO CAN PROVIDE A POSITIVE ECONOMIC EFFECT WITHIN A MUNICIPALITY. WHAT RECRUITMENT STRATEGIES DO FIRE DEPARTMENTS PREFER TO USE TO CREATE A DIVERSE WORKFORCE? WHAT AFFECTS DIVERSITY IN THE FIRE SERVICE?

ENDEAVOR BUSINESS INTELLIGENCE, IN PARTNERSHIP WITH FIREHOUSE, CONDUCTED A SURVEY TO LEARN ABOUT FIRE DEPARTMENTS' DIVERSITY, INCLUSION AND EQUITY EFFORTS AND WHAT PEOPLE OF COLOR ENCOUNTERED ALONG THE WAY ON THEIR FIRE SERVICE JOURNEY. THE PURPOSE OF THIS RESEARCH IS TO BEGIN TO ANSWER THESE QUESTIONS AND TO HELP DEPARTMENTS WITH THEIR DIVERSITY, EQUITY AND INCLUSION GOALS.

THE FOLLOWING PRESENTATION IS DIVIDED INTO TWO SECTIONS. THE FIRST SECTION REFLECTS RESPONSES FROM ALL SURVEY-TAKERS, NO MATTER THEIR RACIAL/ETHNIC GROUP. THE SECOND SECTION REFLECTS RESPONSES FROM PEOPLE OF COLOR WHO TOOK THE SURVEY.

FIREHOUSE



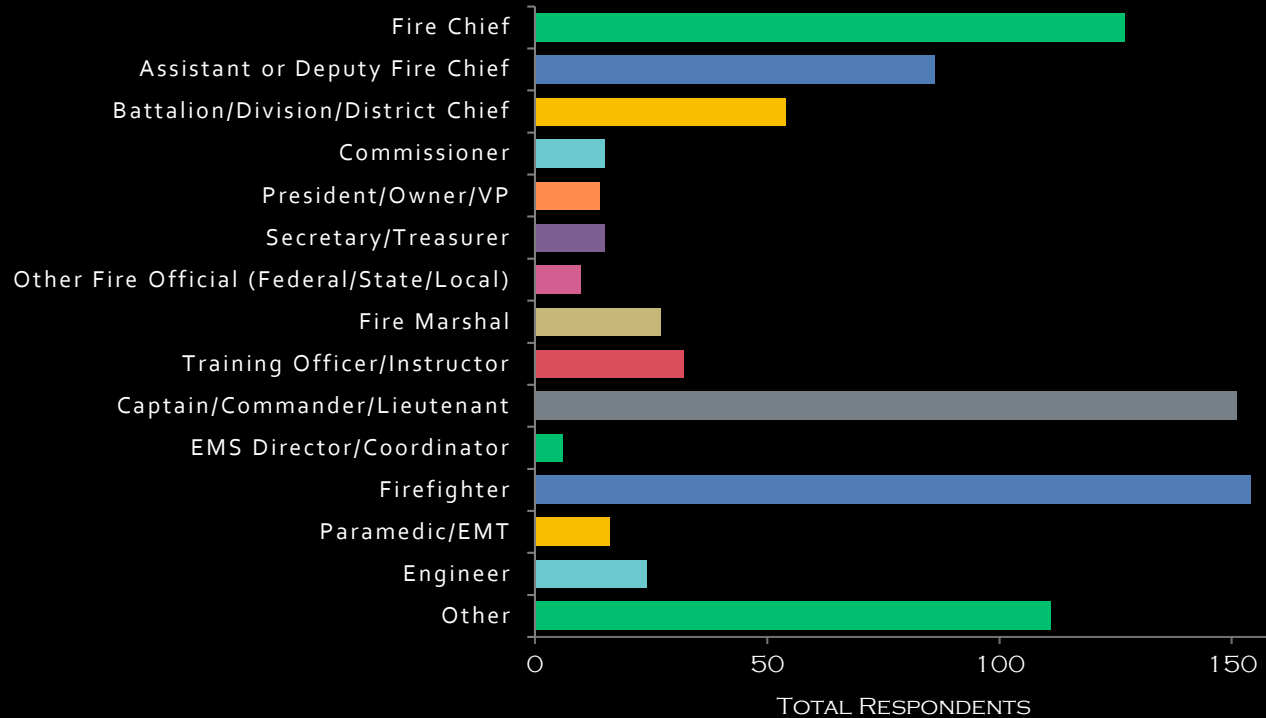
ALL RESPONDENTS



Diversity, Equity & Inclusion in the Fire Service Survey



WHAT IS YOUR PRIMARY TITLE/RANK?



TYPE OF DEPARTMENT

■ Volunteer

■ Paid

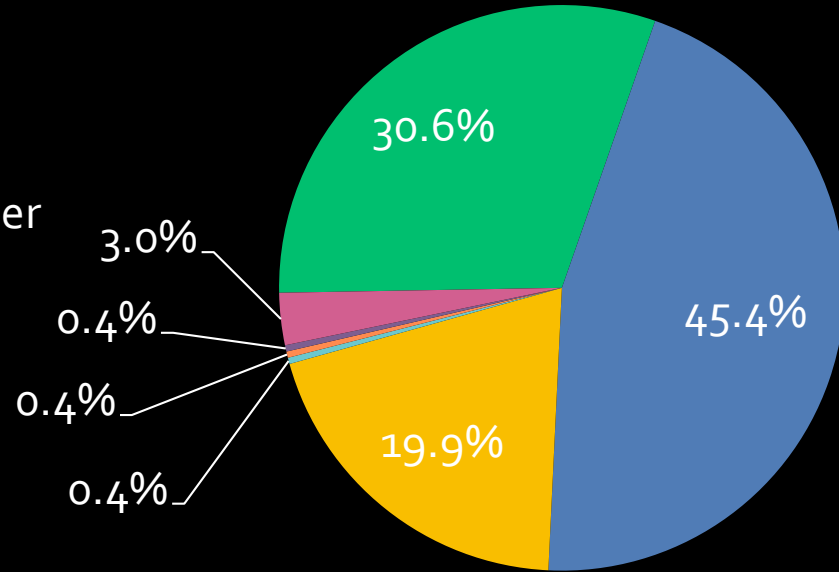
■ Combination Paid/Volunteer

■ Other Fire Department

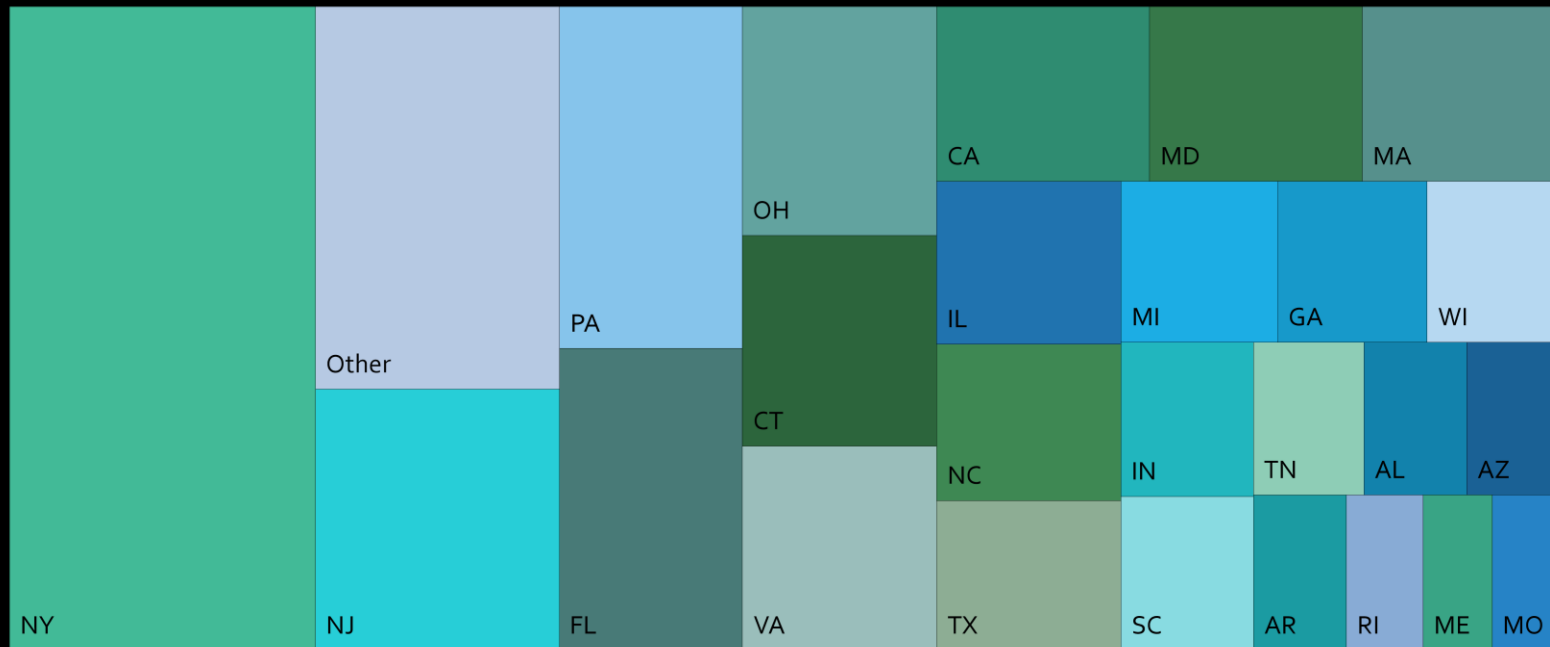
■ Industrial/Institutional

■ Military/Federal

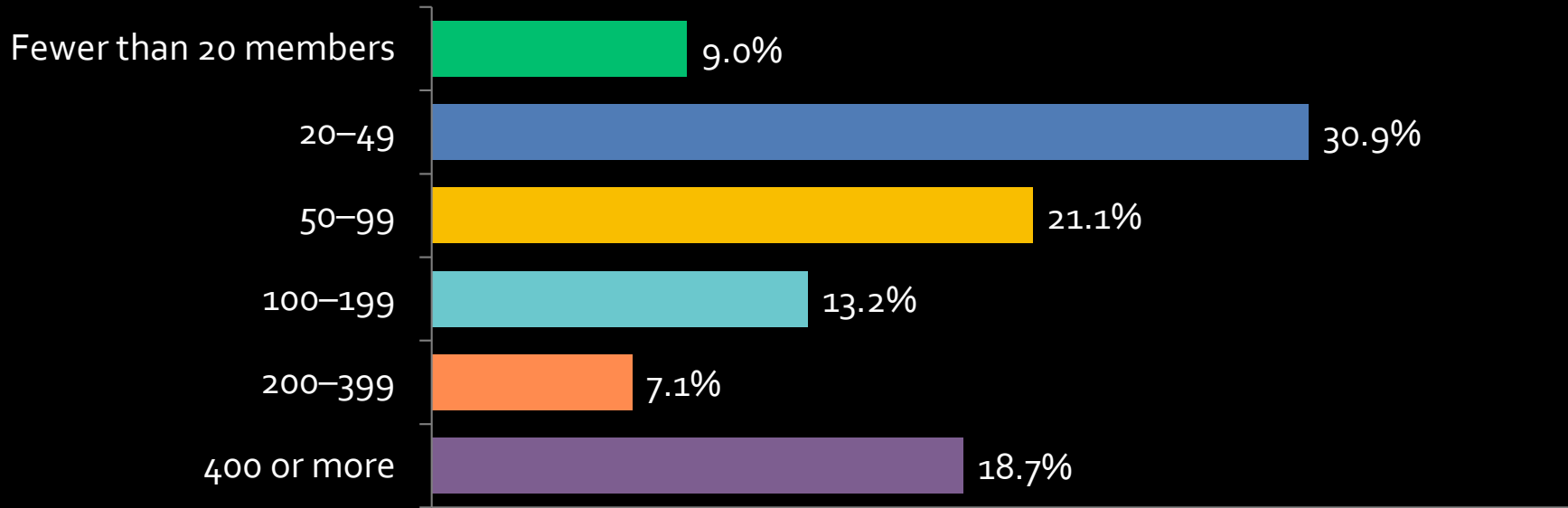
■ Other



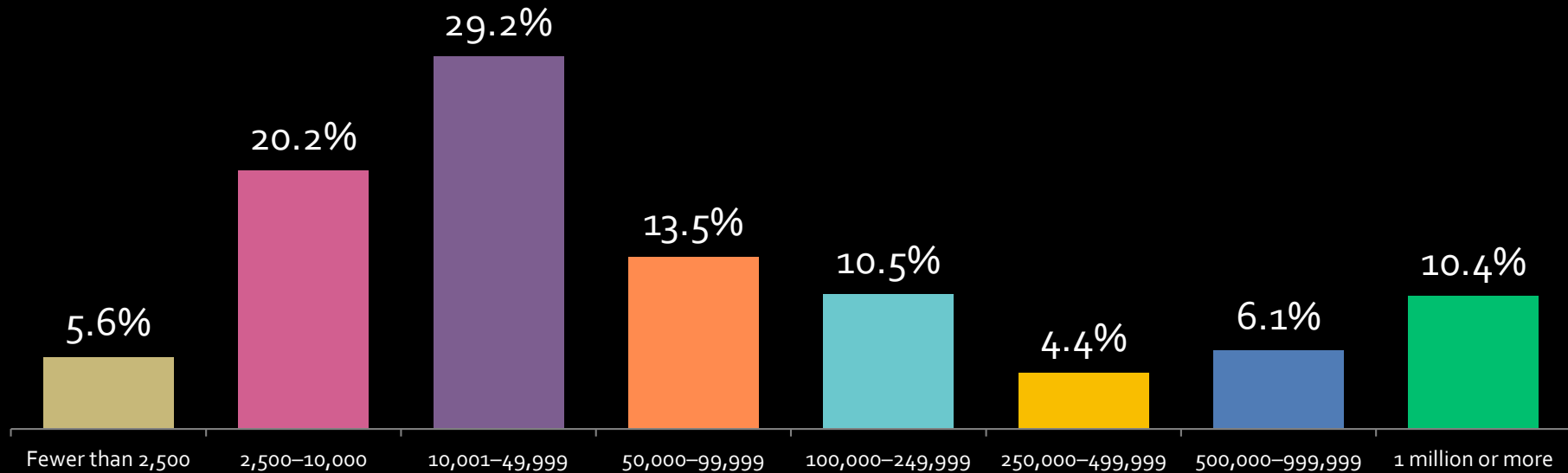
IN WHAT STATE IS YOUR DEPARTMENT?



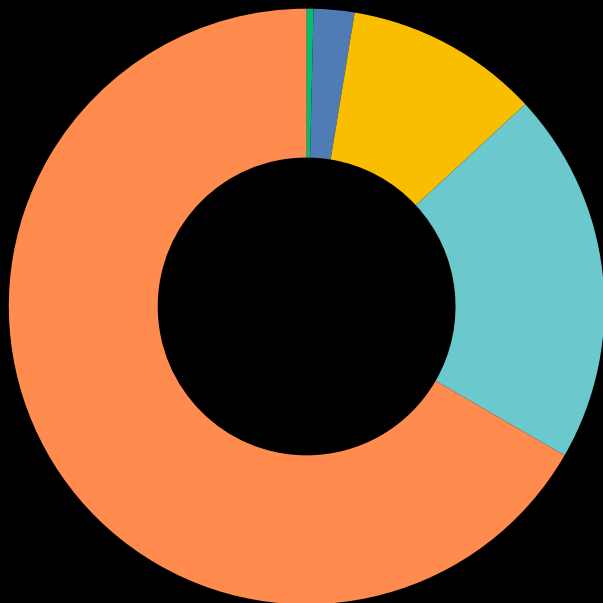
HOW MANY MEMBERS ARE IN YOUR DEPARTMENT?



WHAT SIZE POPULATION DOES YOUR DEPARTMENT SERVE?



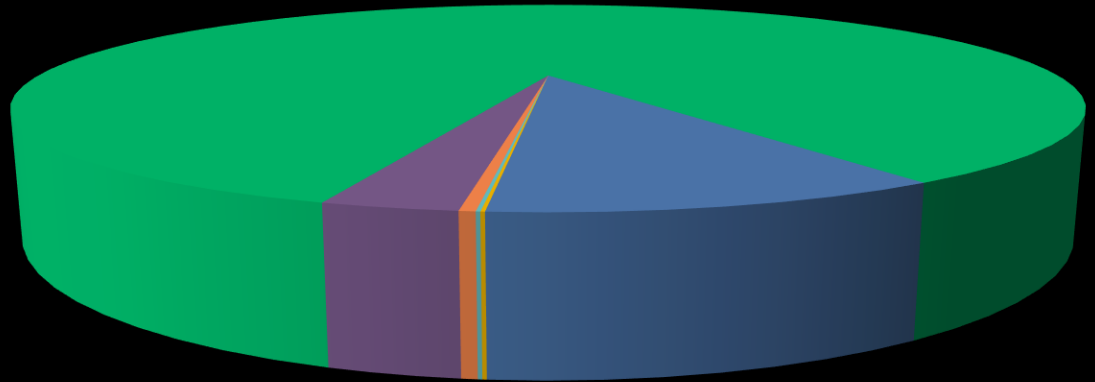
WHAT IS YOUR AGE?



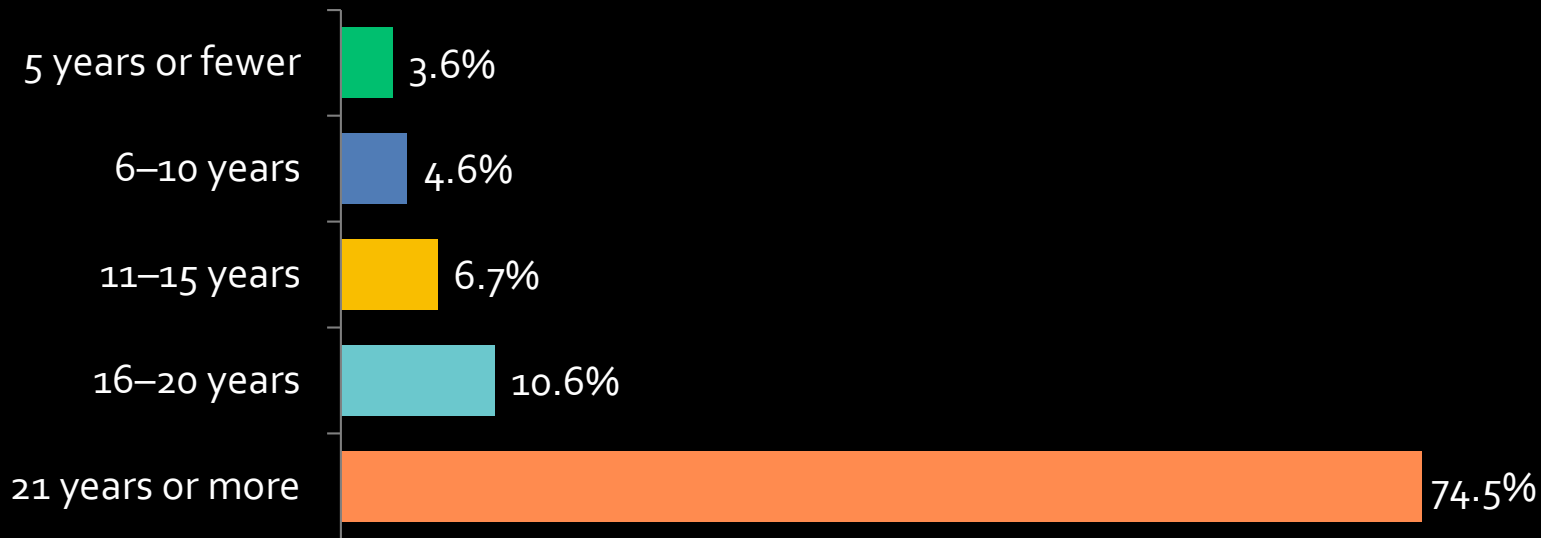
- 21 or younger (0.4%)
- 22-30 (2.2%)
- 31-40 (10.5%)
- 41-50 (20.2%)
- Older than 50 (66.7%)

TO WHICH GENDER IDENTITY DO YOU MOST IDENTIFY?

- Male (85.9%)
- Female (10.4%)
- Transgender Female (0.1%)
- Transgender Male (0.1%)
- Other (0.4%)
- Prefer Not to Answer (3.1%)

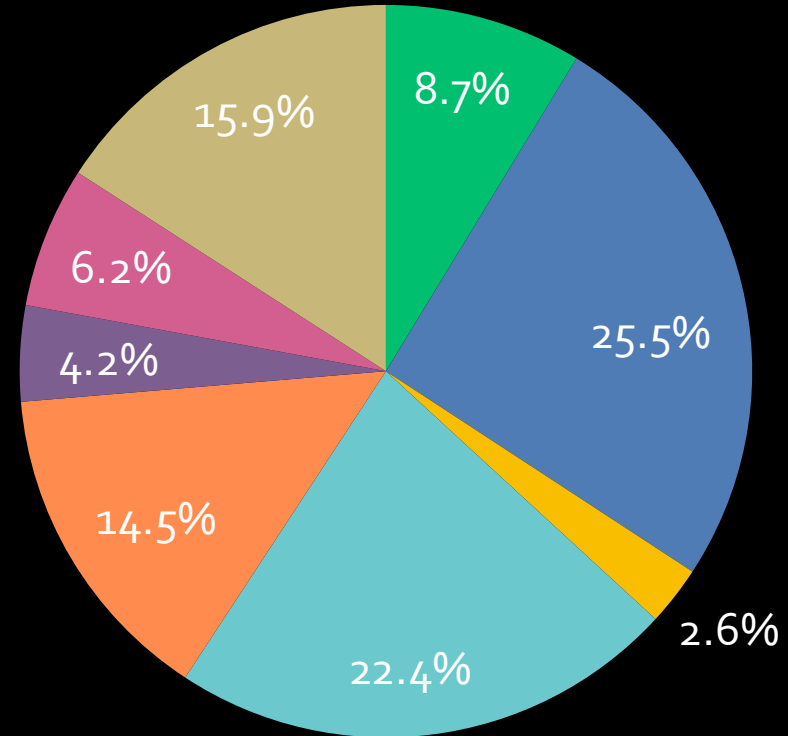


HOW LONG HAVE YOU BEEN IN THE FIRE SERVICE?

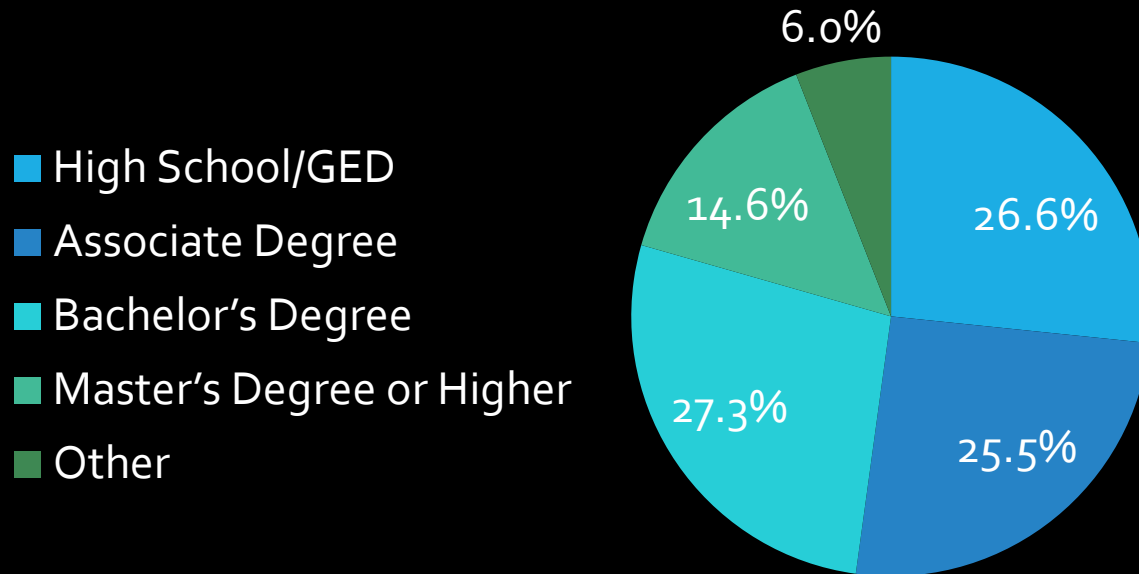


ARE YOU ASSIGNED TO:

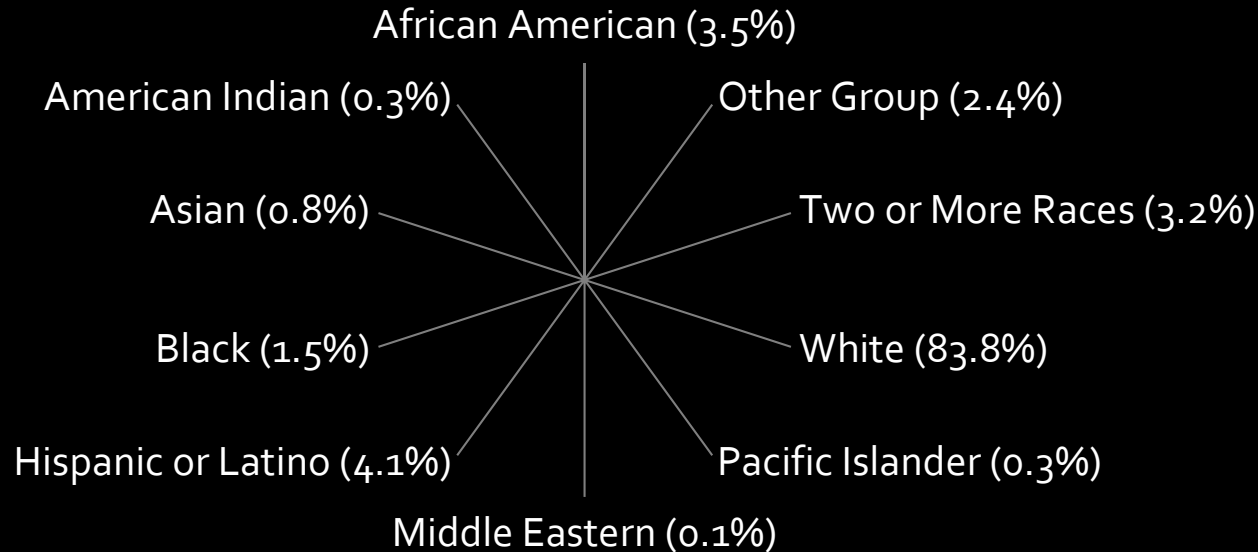
- Truck Company
- Engine Company
- EMS Unit
- Command Staff
- Administration
- Fire Prevention/Public Education
- Training
- Other



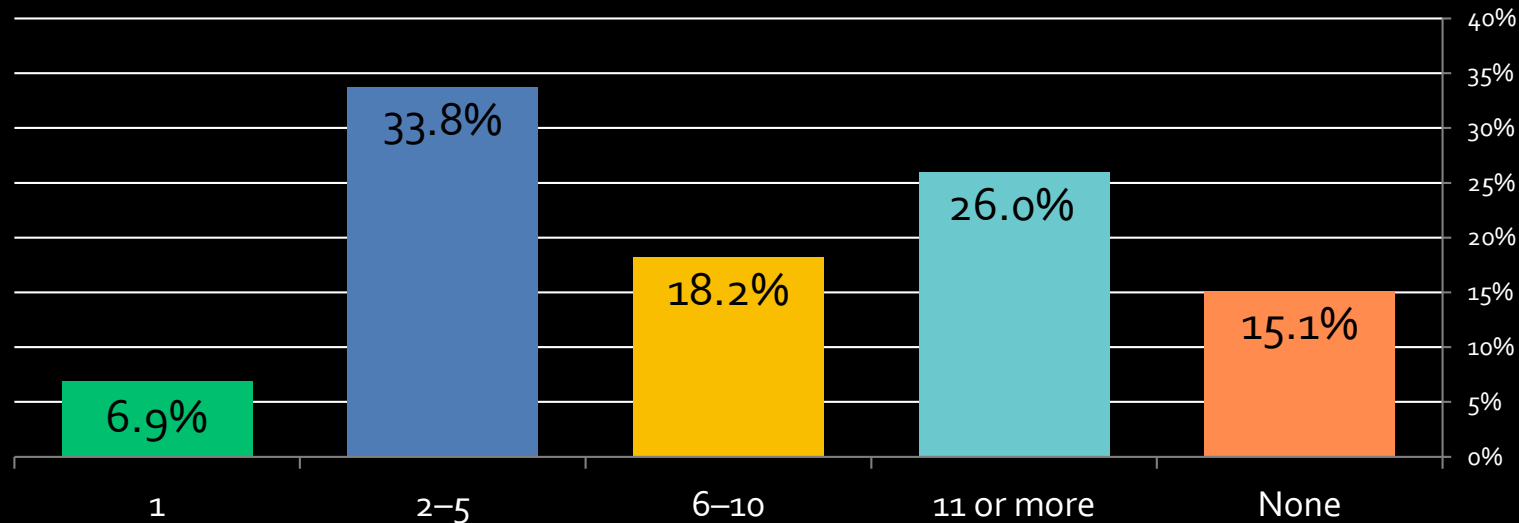
WHAT IS THE HIGHEST LEVEL OF EDUCATION THAT YOU COMPLETED?



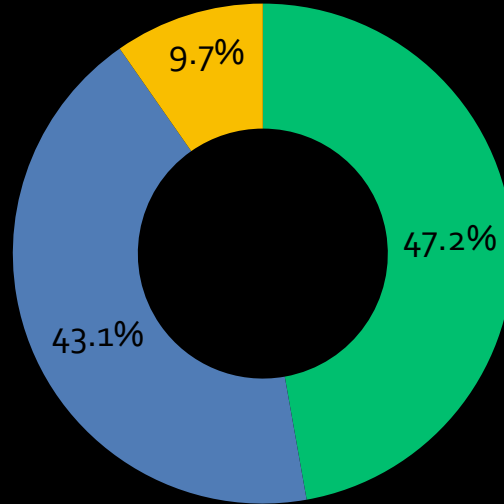
TO WHICH RACIAL/ETHNIC GROUP DO YOU MOST IDENTIFY?



DURING ACADEMY/YOUR CAREER, HOW MANY PEOPLE OF COLOR DID YOU ENCOUNTER WHO CONDUCTED TRAININGS?



DOES YOUR DEPARTMENT HAVE A MENTORING POLICY?

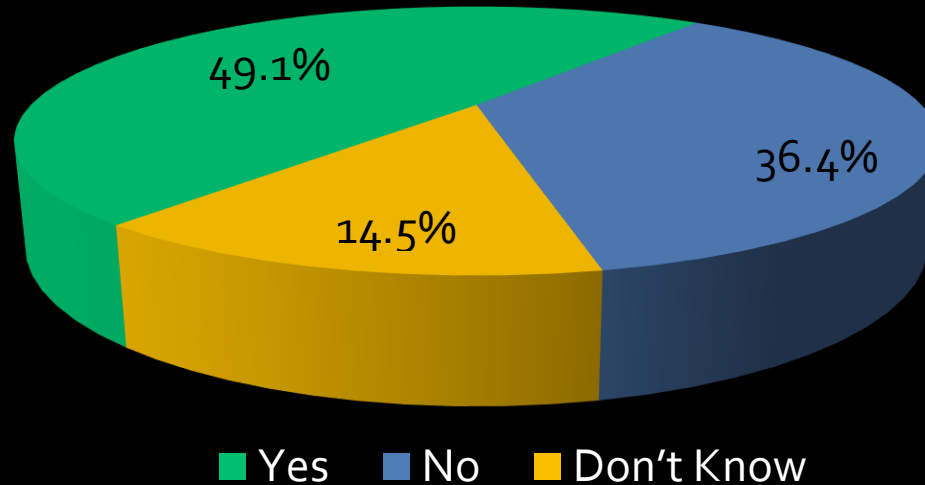


■ Yes

■ No

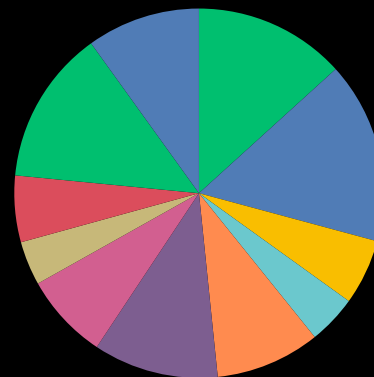
■ Don't Know

DOES YOUR DEPARTMENT HAVE A WRITTEN POLICY/CODE OF CONDUCT/VISION STATEMENT THAT INCLUDES DEI DEFINITIONS/CONCEPTS/ACTION STEPS?

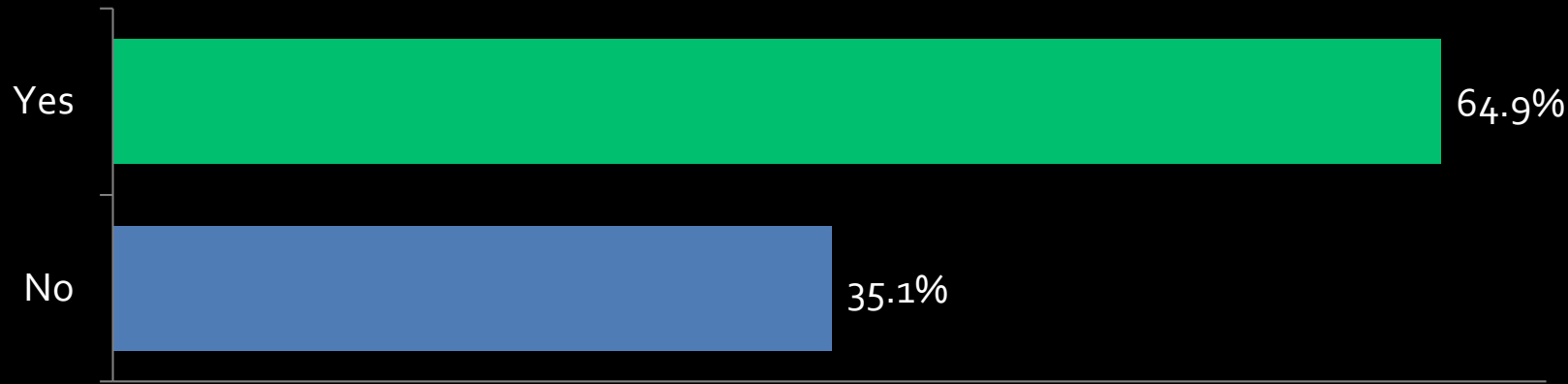


WHAT DEI CONCEPTS/ACTION STEPS ARE IN YOUR DEPARTMENT'S POLICY/CODE OF CONDUCT/VISION STATEMENT? (RESPONDENTS WERE ABLE TO MAKE MULTIPLE SELECTIONS)

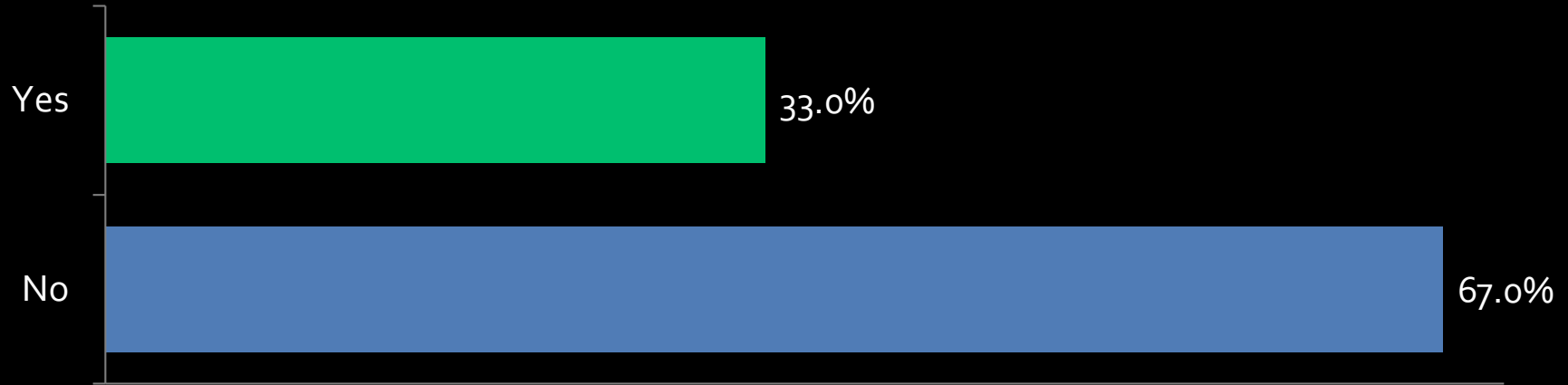
- Requirement that the policy/Code of Conduct/Vision Statement be posted prominently in firehouse (48.1%)
- Clear statements that there are consequences for noncompliance (57.8%)
- Establishment of an affinity group or Employee Resource Group (20.8%)
- Establishment of a chief diversity officer (CDO) (15.5%)
- DEI trainings (33.2%)
- Mentoring program (39.8%)
- Dedicated recruitment staff (27.3%)
- Preparation assistance for individuals from underrepresented groups (14.0%)
- Employee engagement or workplace culture survey (21.1%)
- Employee performance reviews (49.1%)
- Formal methods to communicate on DEI matters, such as complaints, lack of trust, etc. (36.0%)



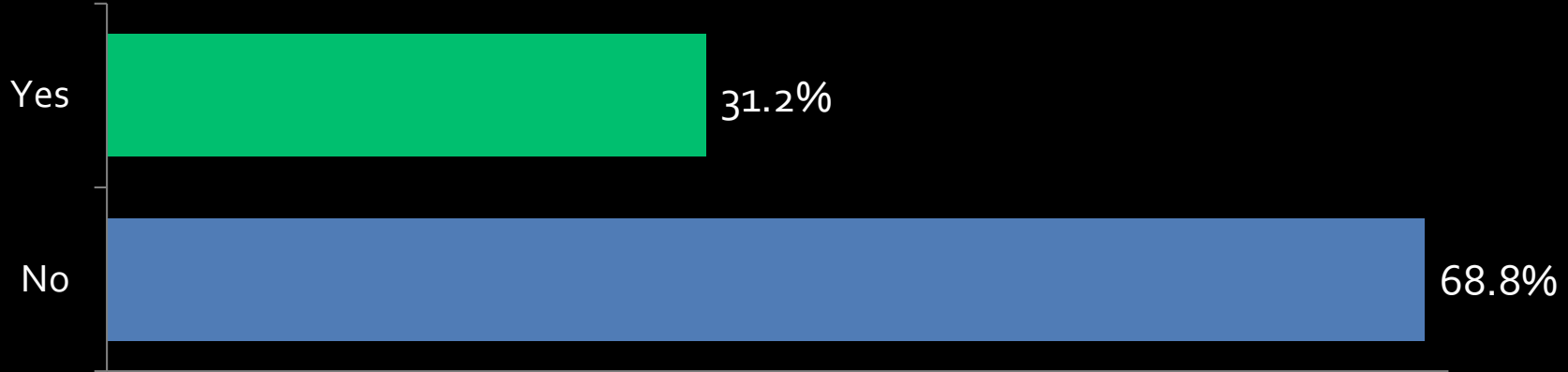
WERE YOU AND OTHER MEMBERS OF THE DEPARTMENT PERMITTED TO CONTRIBUTE TO THE POLICY/CODE OF CONDUCT/VISION STATEMENT?



HAVE YOU EXPERIENCED/WITNESSED VARIATION BETWEEN ONE OFFICER'S ENFORCEMENT OF RULES THAT PERTAIN TO DEI/HARASSMENT AND ANOTHER'S?



WITHIN THE PAST THREE YEARS, HAVE YOU WITNESSED DISCRIMINATION/HARASSMENT?



HOW WOULD YOU RATE YOUR DEPARTMENT ON BEING EFFECTIVE WHEN DEALING WITH HARASSMENT?

■ It ignores it

■ Lip service only

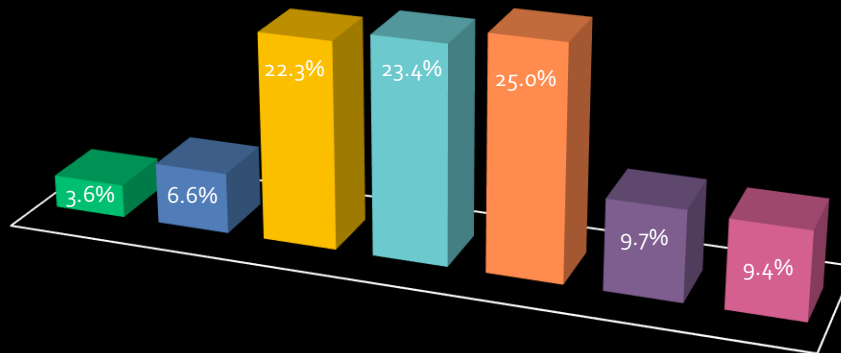
■ It depends

■ It almost always responds

■ It does a good job and could be a model for others

■ It tends to leave it to be “worked out” in the firehouse

■ N/A



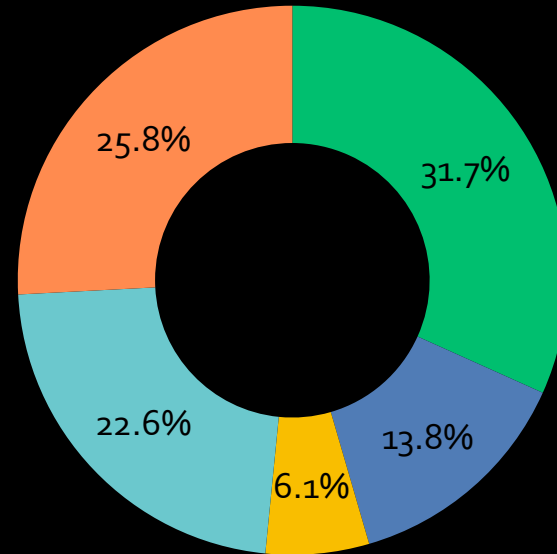
FIREHOUSE

Diversity, Equity & Inclusion in the Fire Service Survey

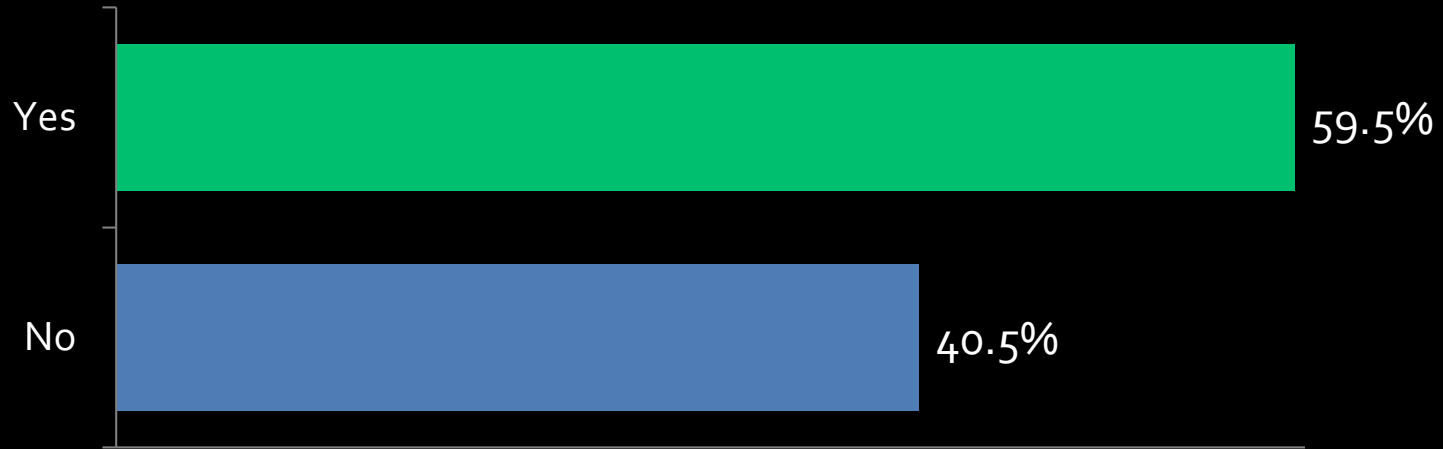
ENDEAVOR BUSINESS
INTELLIGENCE

WHEN WAS THE LAST TIME THAT DEI TRAINING WAS CONDUCTED WITH MEMBERS OF YOUR DEPARTMENT?

- Within the past year
- 1–2 years ago
- Between 2–5 years ago
- Never
- Don't know



WHEN YOUR DEPARTMENT LAST CONDUCTED DEI TRAINING, WAS THE TRAINING CONDUCTED BY A PERSON FROM OUTSIDE OF THE FIRE SERVICE?

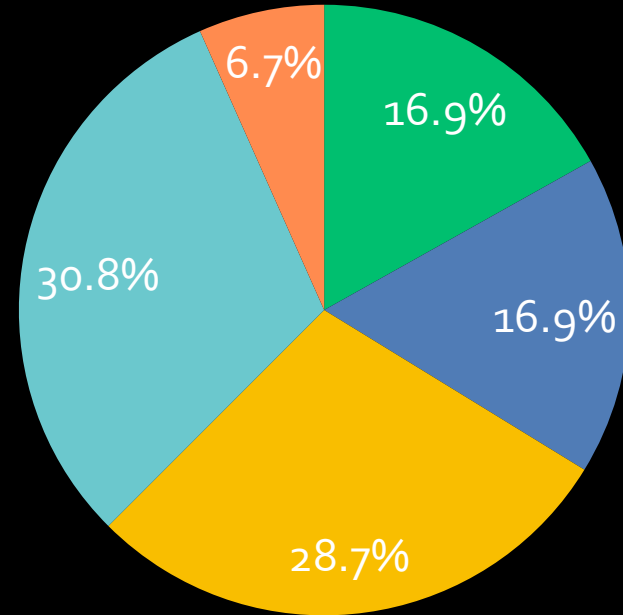


DID THE NON-FIRE-SERVICE DEI TRAINER'S LACK OF FIRST-HAND FAMILIARITY WITH THE FIREHOUSE ENVIRONMENT LIMIT THAT PERSON'S EFFECTIVENESS?

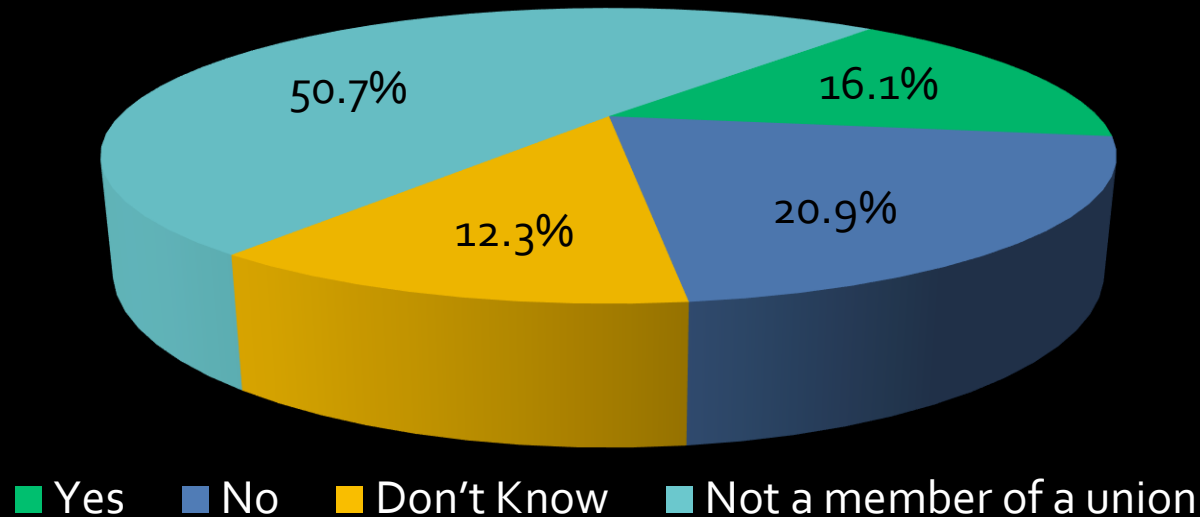


HOW MUCH DO YOU BELIEVE THAT YOUR DEPARTMENT NEEDS DEI TRAINING?

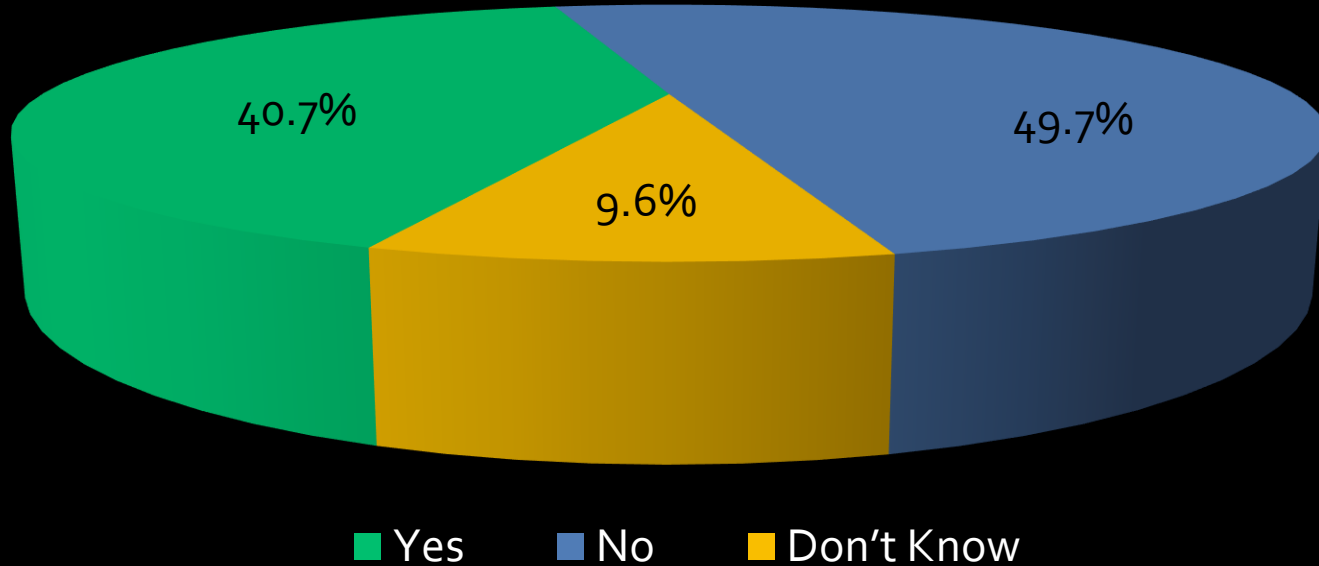
- We don't need it all
- It wouldn't be priority training for us
- It's a good idea
- It's important
- It's needed immediately



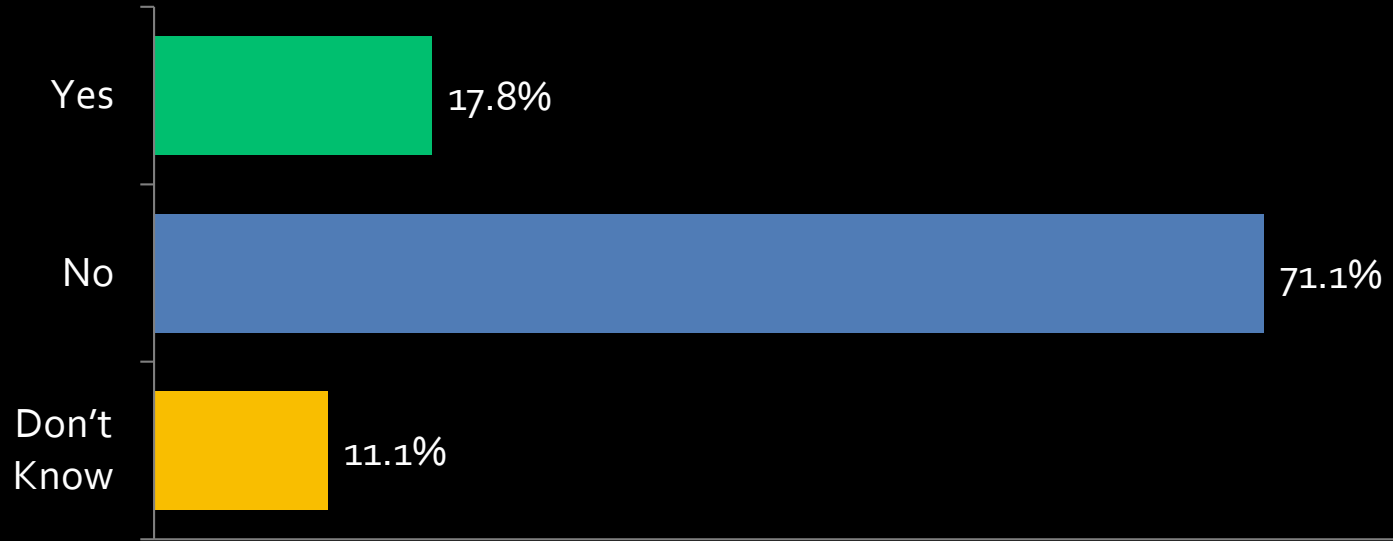
DOES YOUR UNION PROVIDE A GRIEVANCE PROCESS FOR ISSUES THAT PARTICULARLY RELATE TO PEOPLE OF COLOR IN THE FIRE SERVICE?



DOES YOUR UNION HAVE A TRUSTEE AND/OR BOARD MEMBER WHO IS A PERSON OF COLOR?



WAS/IS YOUR DEPARTMENT THE SUBJECT OF A DISCRIMINATION LAWSUIT?



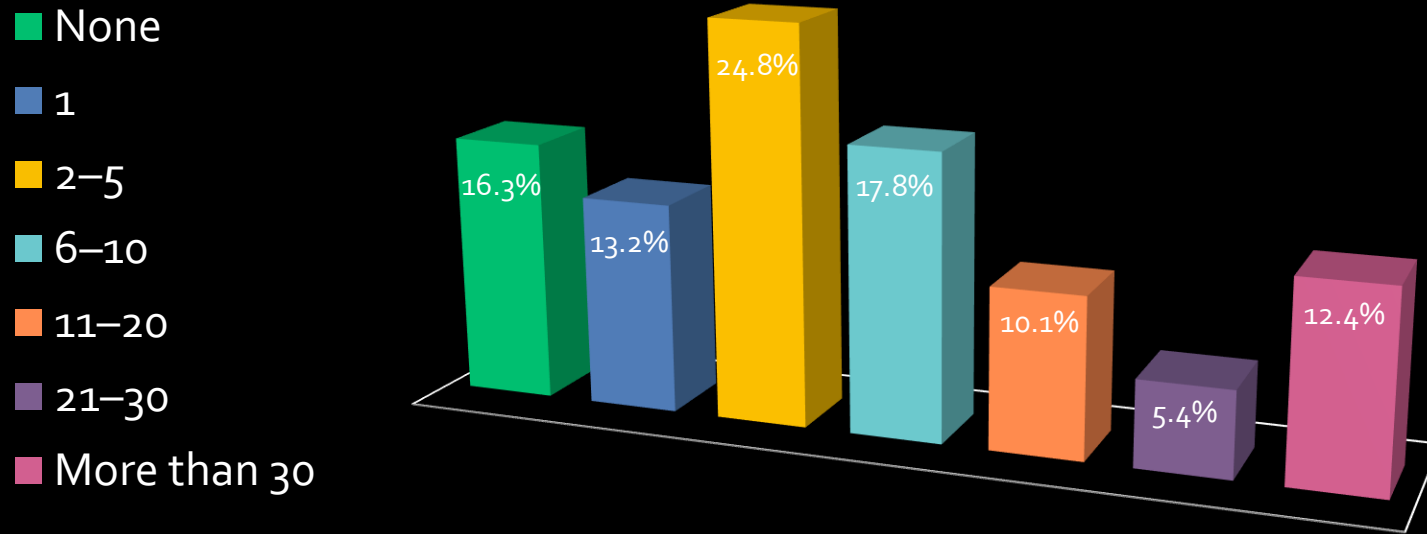
PEOPLE OF COLOR RESPONDENTS



Diversity, Equity & Inclusion in the Fire Service Survey

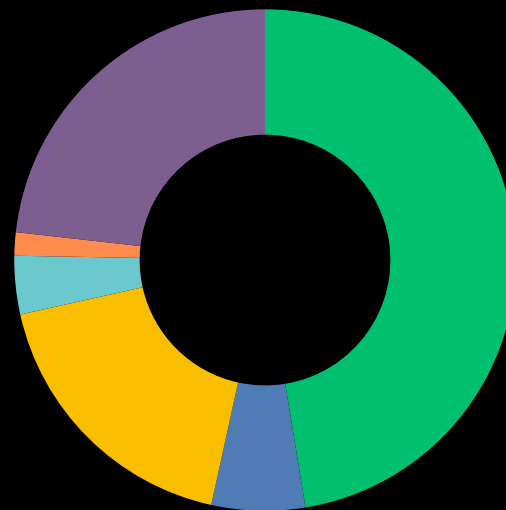


DURING ACADEMY, BESIDES YOURSELF, HOW MANY PEOPLE OF COLOR WERE THERE?

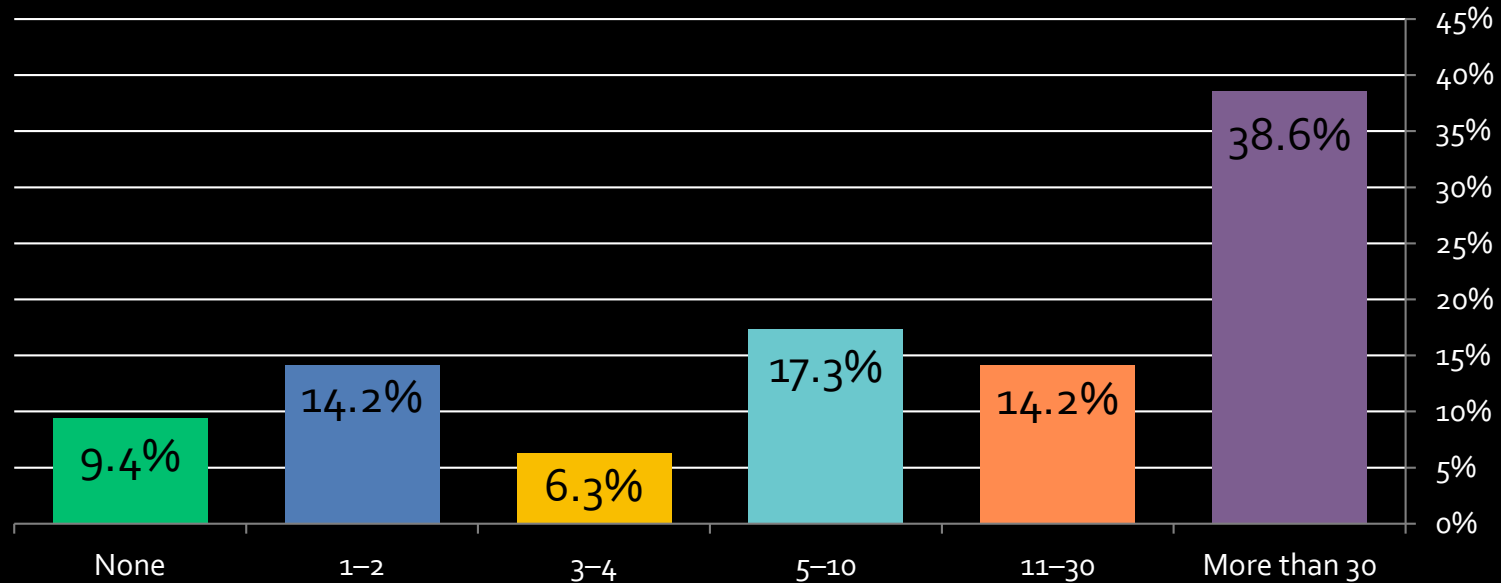


WHAT WAS MOST IMPORTANT TO YOU WHEN YOU EVALUATED DEPARTMENTS TO WHICH YOU WANTED TO APPLY?

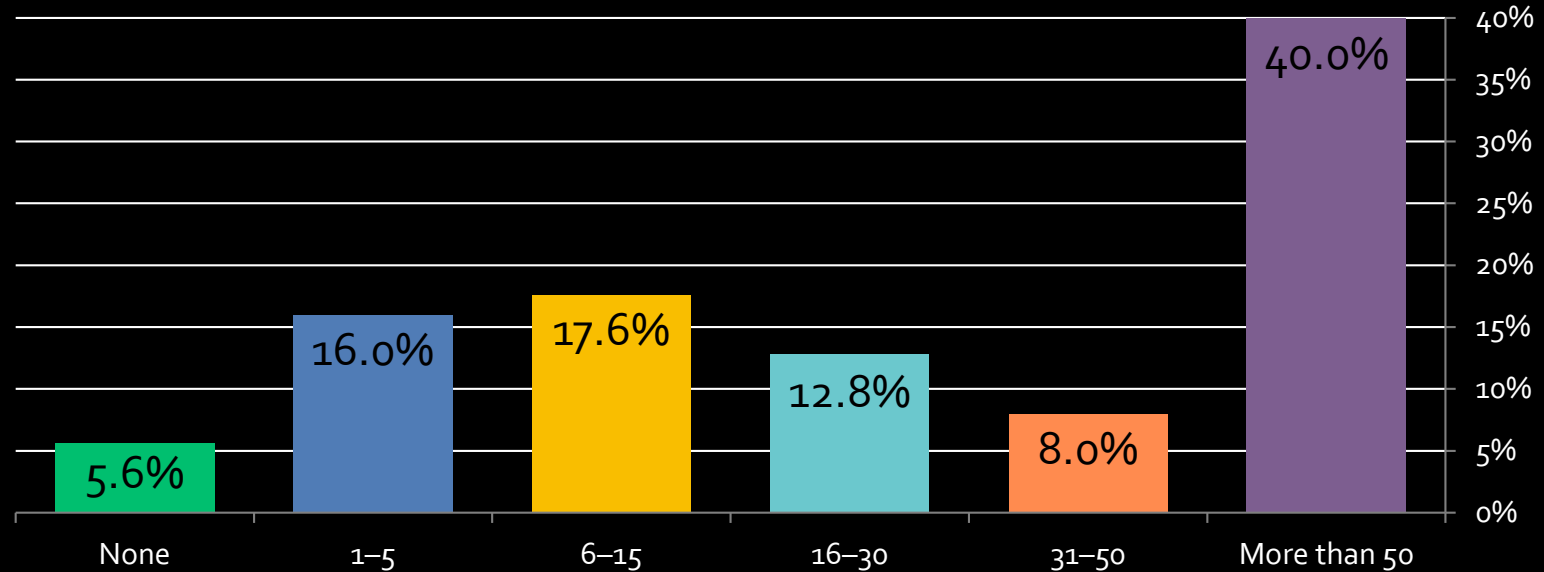
- Department reputation (47.4%)
- Run volume (6.0%)
- Pay (18.1%)
- Diversity policy (3.8%)
- Officers who are people of color (1.5%)
- Other (23.2%)



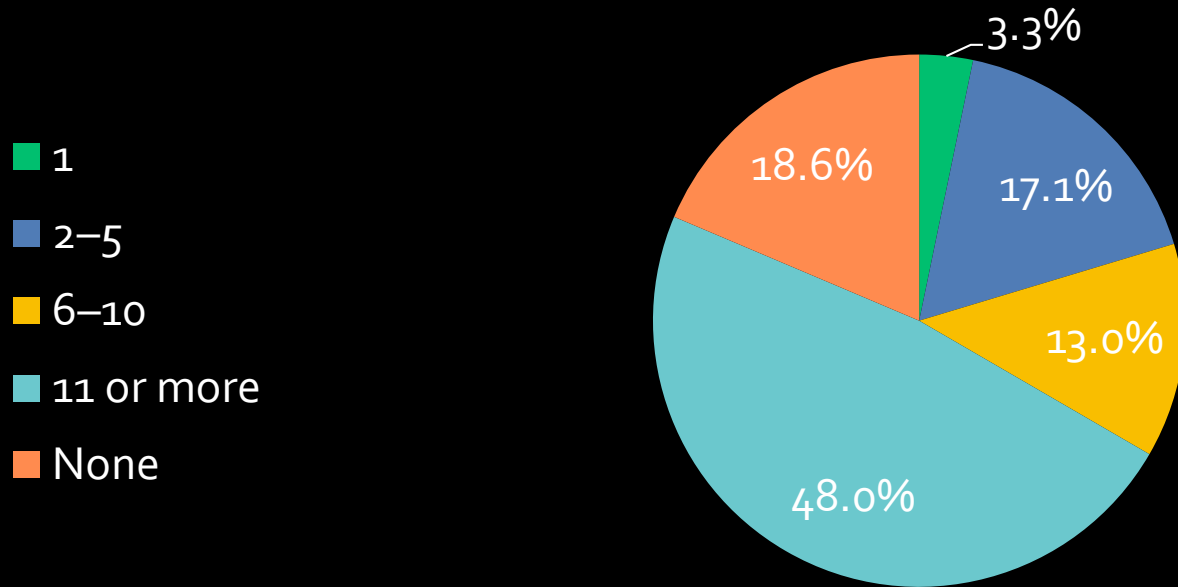
HOW MANY PEOPLE OF COLOR WERE IN YOUR DEPARTMENT WHEN YOU JOINED?



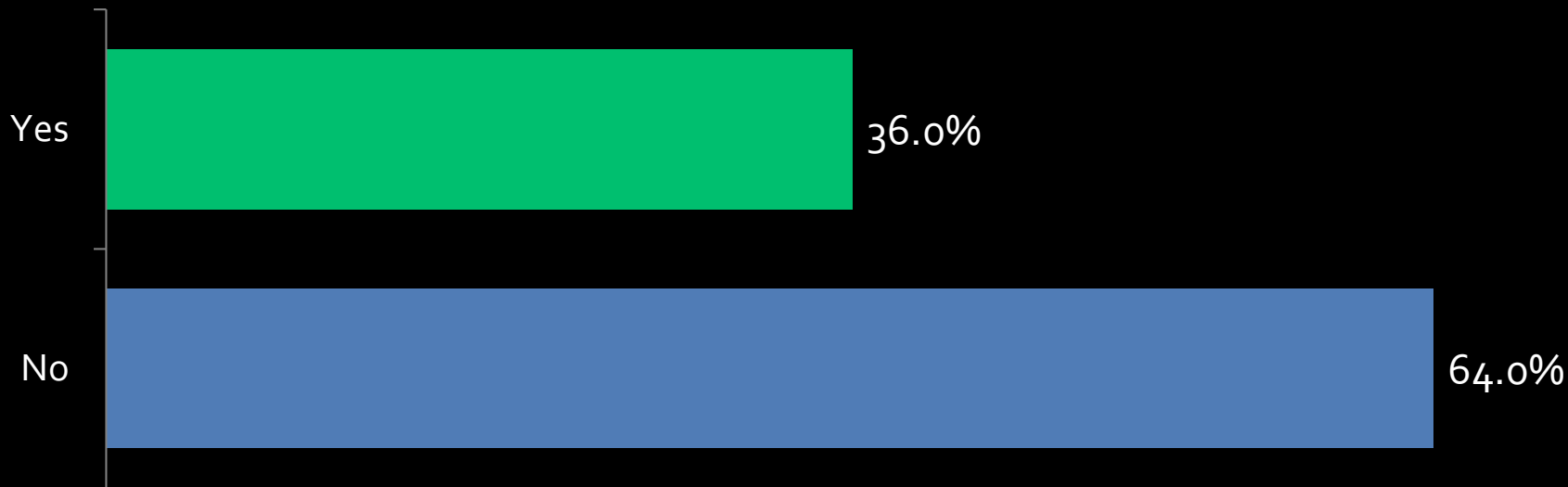
HOW MANY PEOPLE OF COLOR ARE IN YOUR DEPARTMENT TODAY?



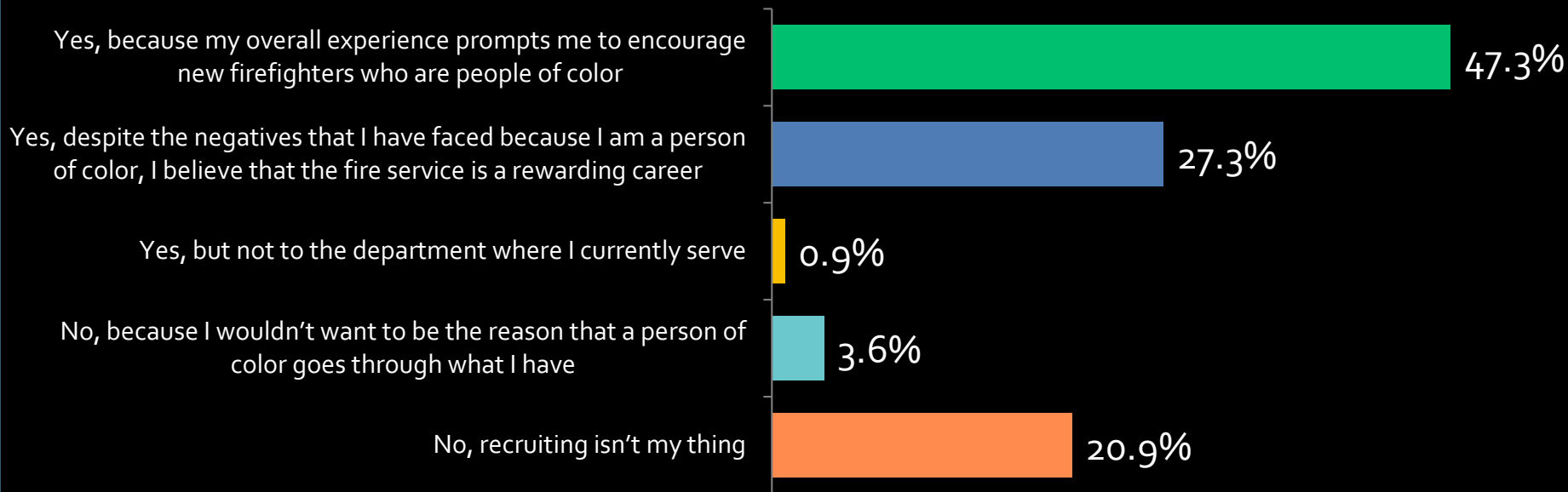
DURING YOUR CAREER, HOW MANY TIMES WERE YOU ASKED TO TAKE A LEAD ROLE IN A TRAINING?



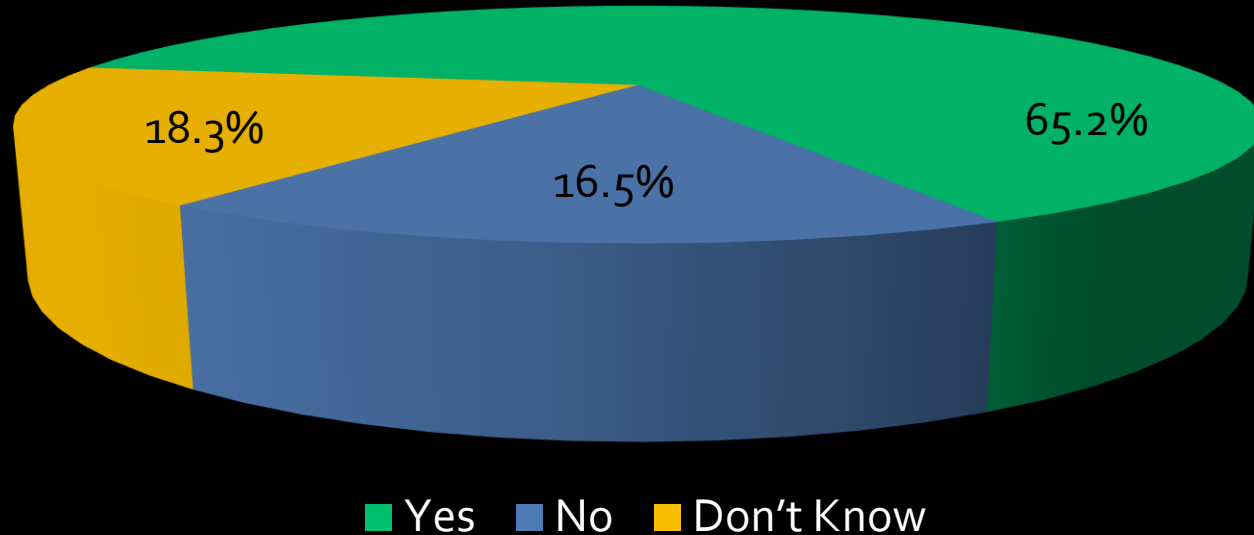
IF YOU NEVER WERE ASKED TO TAKE A LEAD ROLE
IN A TRAINING, DO YOU BELIEVE THAT IS THE CASE
BECAUSE YOU FACE PREJUDICE?



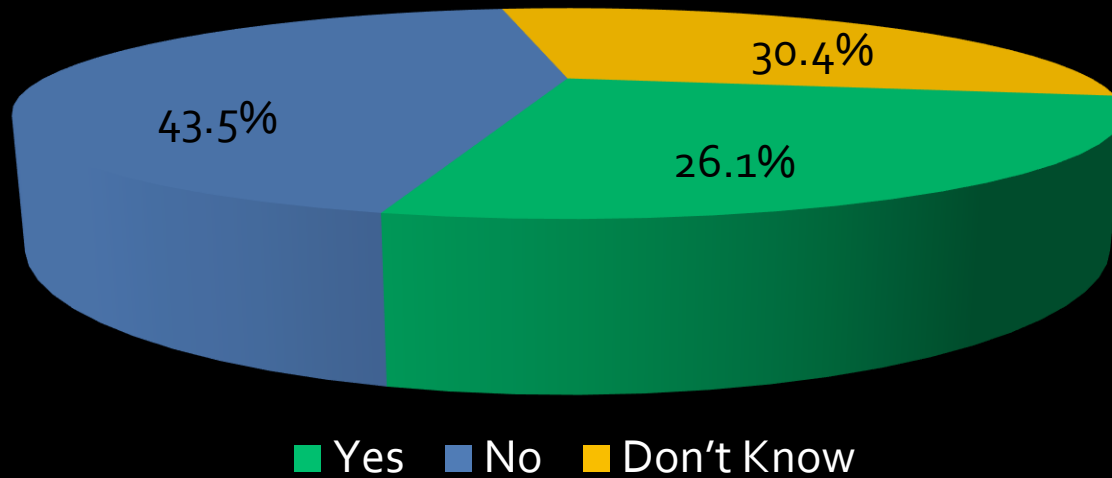
WOULD YOU RECRUIT A PERSON OF COLOR TO THE FIRE SERVICE?



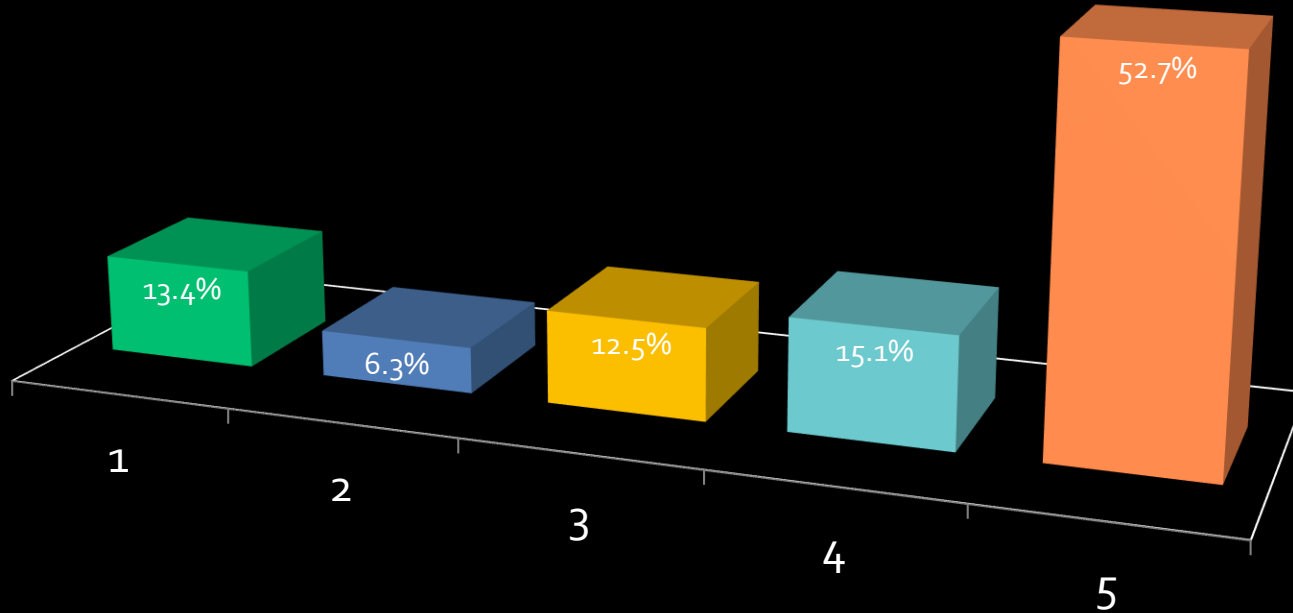
DOES YOUR DEPARTMENT INCORPORATE DEI VALUES INTO ITS RECRUITMENT PROCESS?



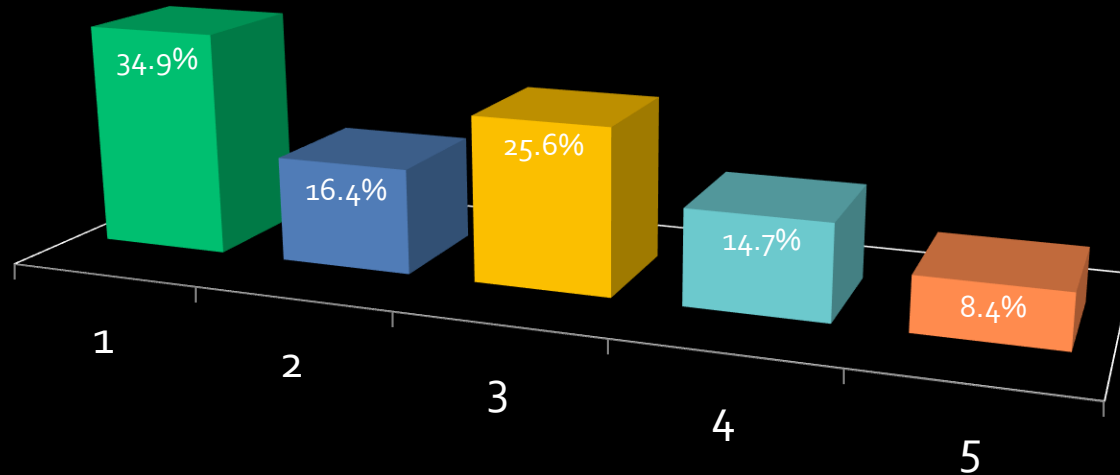
DOES YOUR DEPARTMENT/MUNICIPALITY HAVE A DEDICATED BUDGET FOR DEI TRAINING?



HOW MUCH DOES YOUR SUPERVISOR MAKE YOU FEEL LIKE AN IMPORTANT PART OF THE TEAM? (1 BEING THE LEAST POSSIBLE, 5 BEING THE MOST)

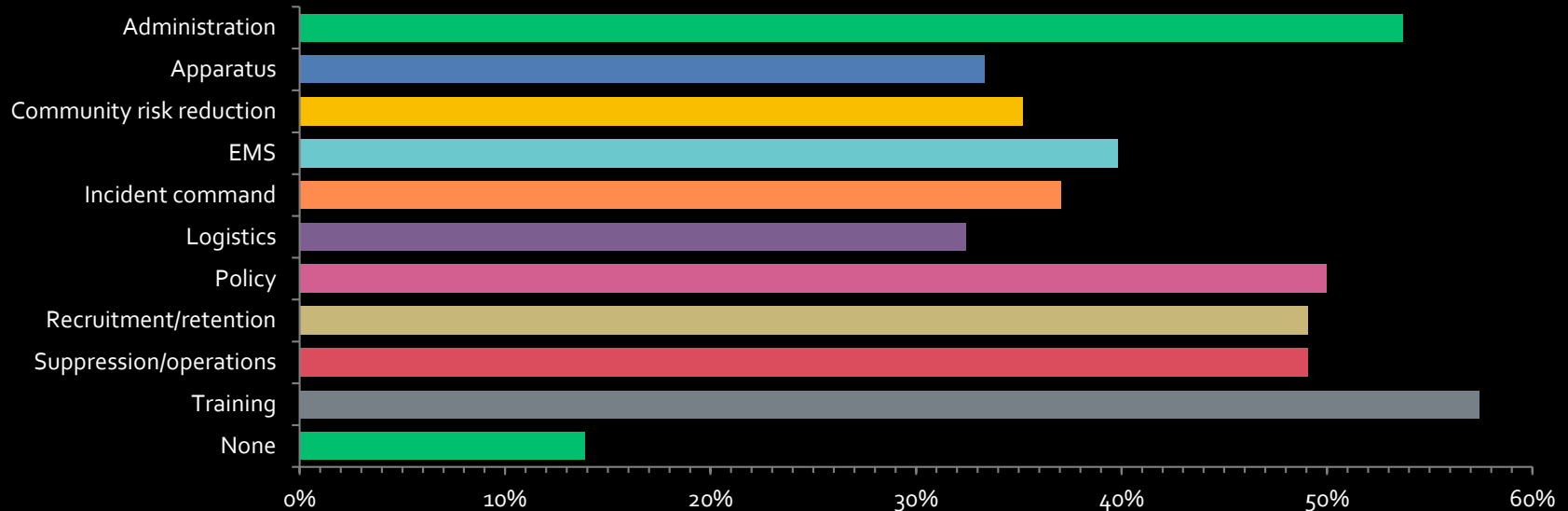


HOW MUCH IS YOUR PRODUCTIVITY NEGATIVELY AFFECTED BY YOUR CONCERNS REGARDING PREJUDICE? (1 BEING THE LEAST POSSIBLE, 5 BEING THE MOST)

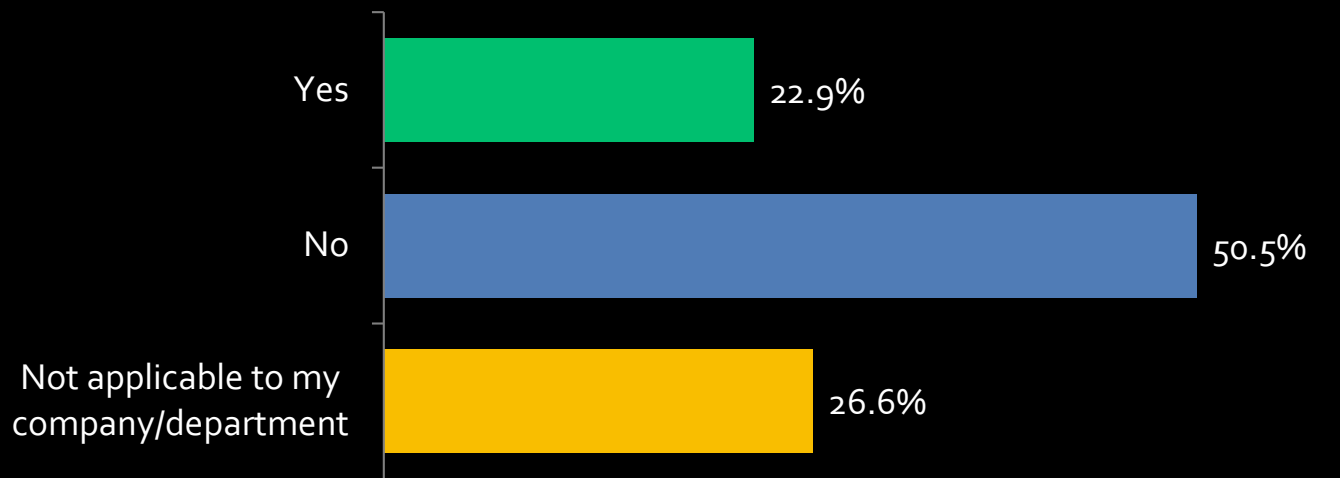


Note: The chart reflects responses from survey-takers who indicated that their productivity was affected negatively by prejudice. A substantial percentage of total respondents (39.3%) indicated that they have no concerns about prejudice.

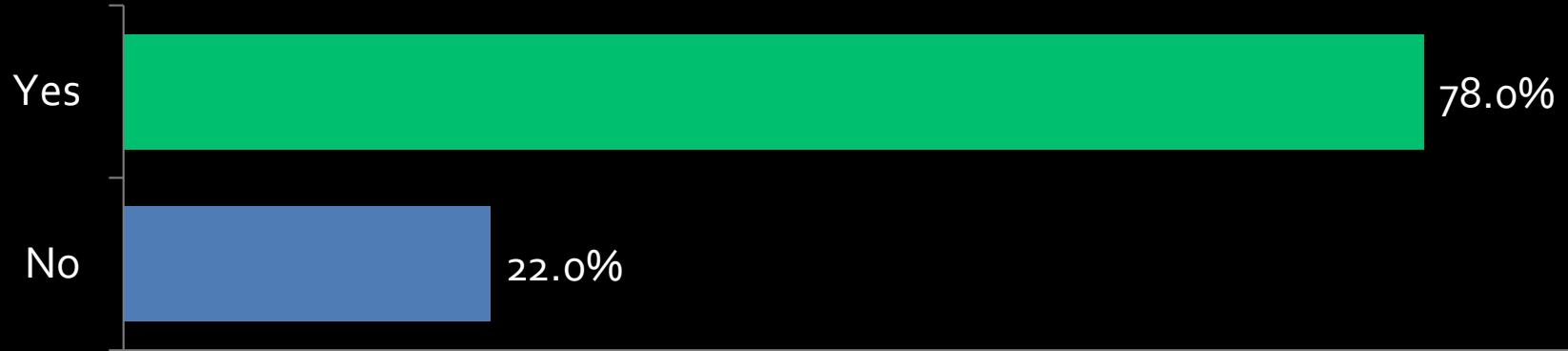
IN WHICH AREAS DO YOU BELIEVE THAT YOUR OPINION IS HEEDDED? (RESPONDENTS COULD MAKE MULTIPLE SELECTIONS)



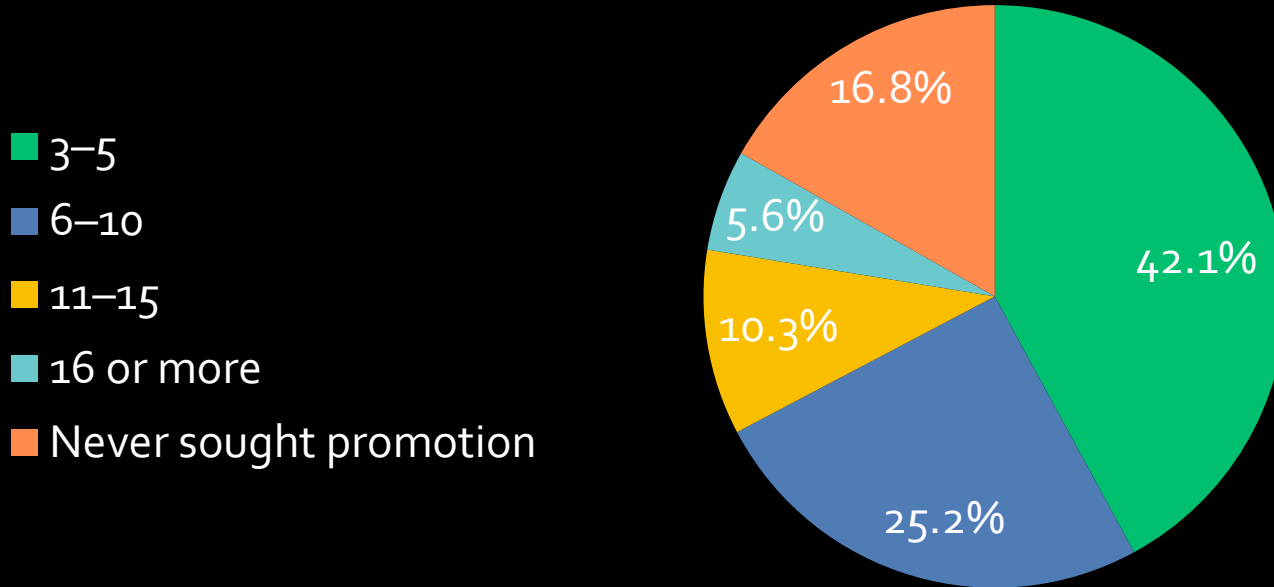
IN YOUR EXPERIENCE, DO YOU BELIEVE THAT THERE IS A TENDENCY FOR WHITE FIREFIGHTERS TO BE ASSIGNED TO BUSIER COMPANIES/DEPARTMENTS OVER NONWHITE FIREFIGHTERS, THEREBY PREVENTING NONWHITE FIREFIGHTERS FROM GATHERING THE EXPERIENCE THAT WOULD CONTRIBUTE TO THEIR ABILITY TO MOVE ON TO SPECIAL OPERATIONS AND TO PROMOTE?



DO YOU BELIEVE THAT YOU HAVE SIMILAR OPPORTUNITIES TO PROMOTE AS YOUR WHITE COUNTERPARTS HAVE?

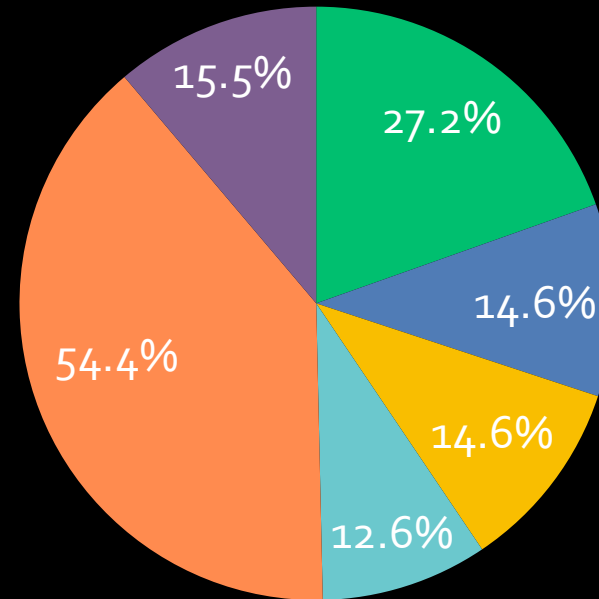


AFTER HOW MANY YEARS OF SERVICE DID YOU SEEK PROMOTION?

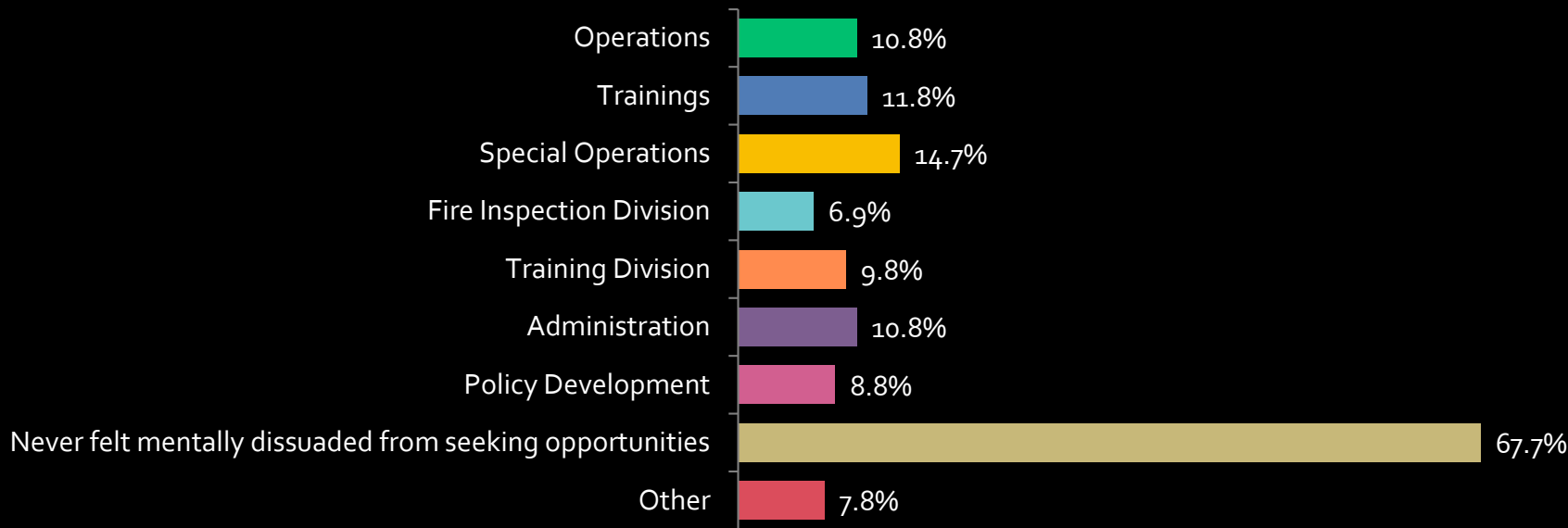


WHEN YOU SOUGHT PROMOTION, THE BARRIERS THAT YOU FACED INCLUDED: (RESPONDENTS COULD MAKE MULTIPLE SELECTIONS)

- Prejudice
- Unfair testing (i.e., wording that lacks sensitivity for nonwhites, white-only experiences)
- System rigged toward white members
- Lack of access to appropriate study materials/time
- Haven't faced barriers
- Never sought promotion



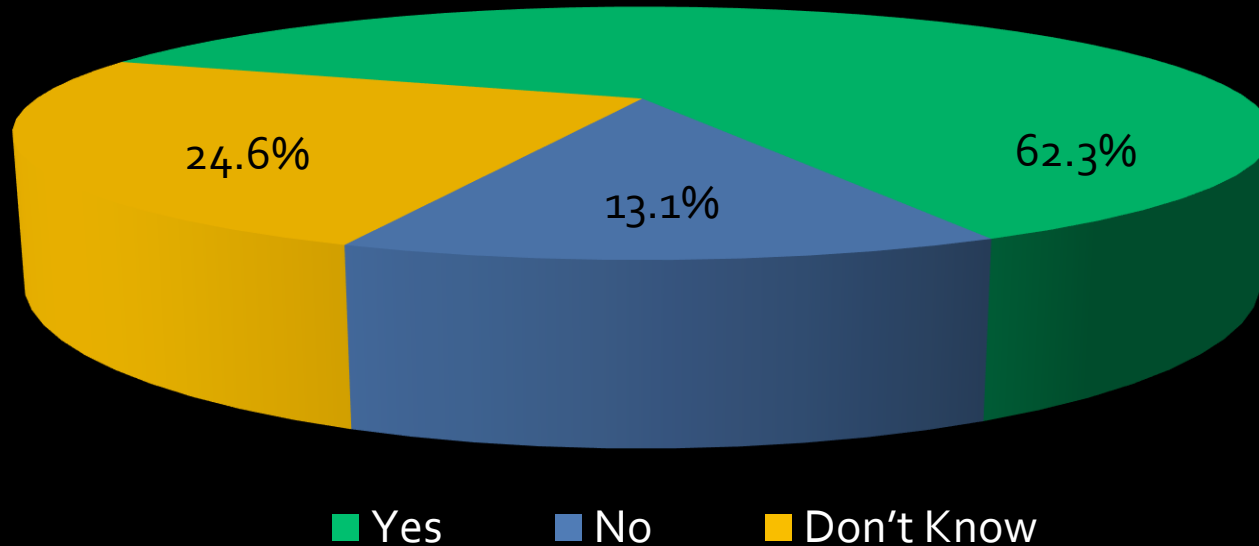
IN WHAT AREAS DID YOU EVER FEEL THAT YOU WERE MENTALLY DISSUADED FROM SEEKING OPPORTUNITIES? (RESPONDENTS COULD MAKE MULTIPLE SELECTIONS)



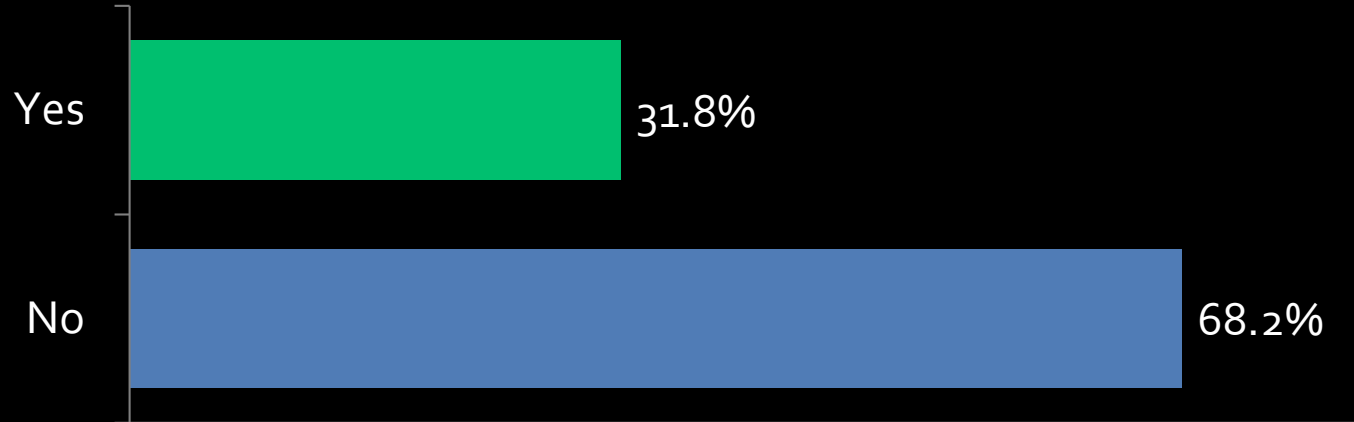
IF YOUR DEPARTMENT HAS A MENTORING POLICY,
HAS THE POLICY HELPED YOU IN YOUR PURSUIT
OF SPECIAL ASSIGNMENTS AND/OR PROMOTION?



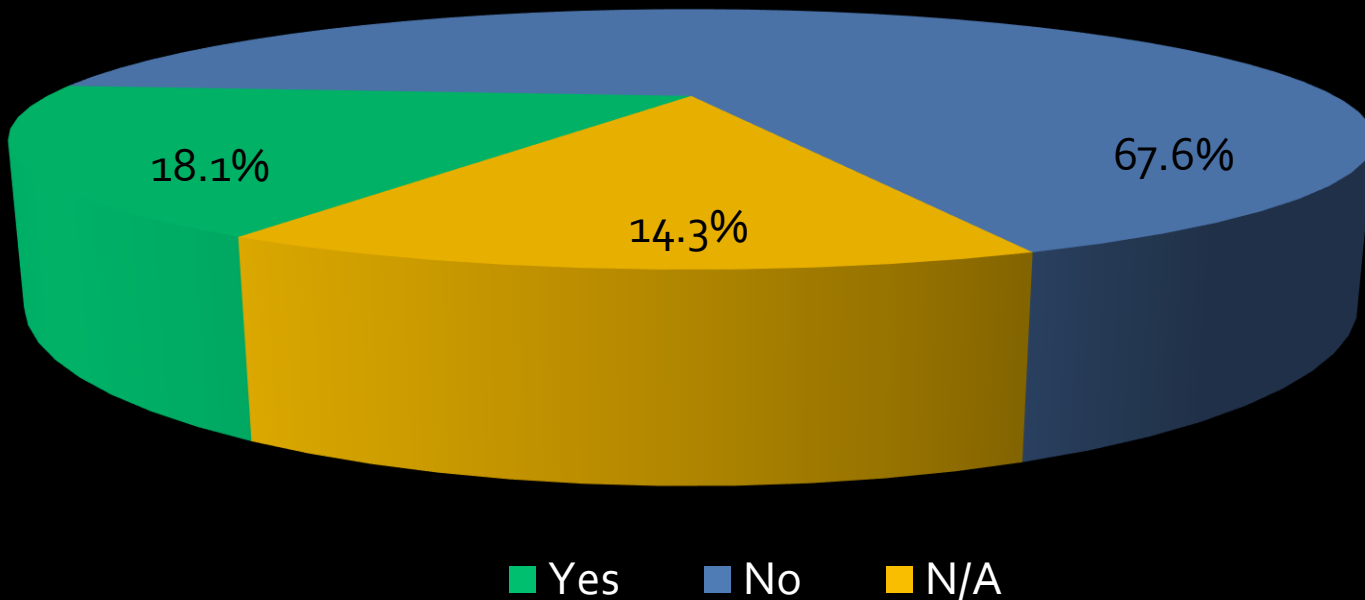
IF YOUR DEPARTMENT LACKS A MENTORING POLICY, DO YOU BELIEVE THAT A MENTORING POLICY WOULD HELP YOU IN YOUR PURSUIT OF SPECIAL ASSIGNMENTS AND/OR PROMOTION?



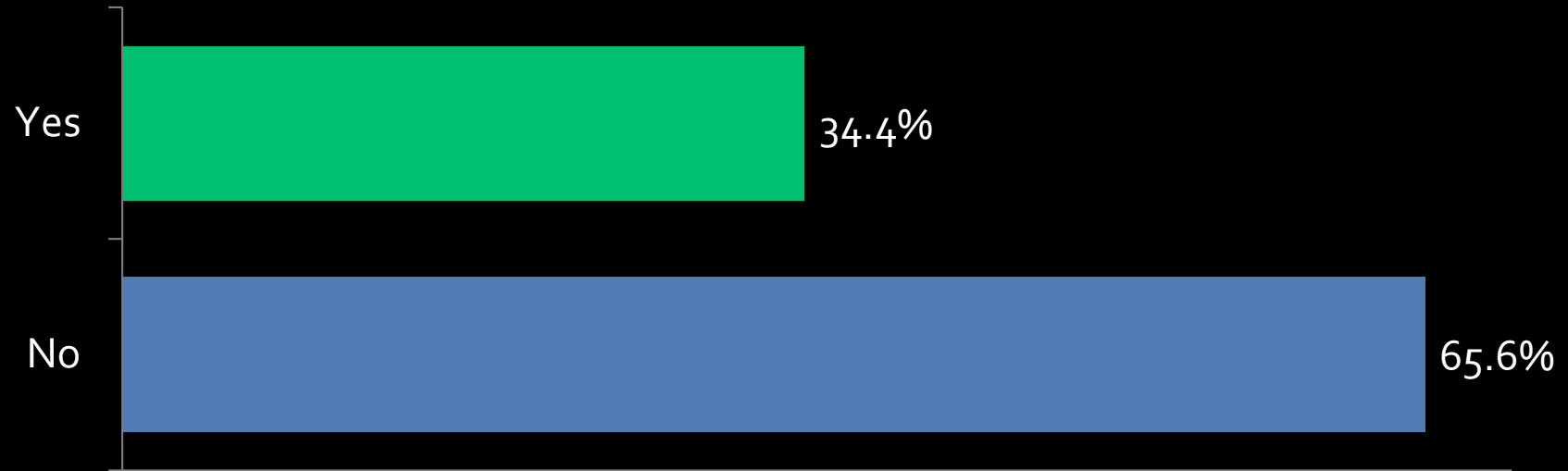
ALTHOUGH NOT “TREATED BADLY” BECAUSE YOU ARE A PERSON OF COLOR, DID YOU EVER FEEL AS THOUGH YOU WERE TREATED AS AN OUTSIDER (FOR EXAMPLE, IN REGARD TO SCHEDULING, ASSIGNMENTS, FIREHOUSE MENU, RELIGIOUS OBSERVANCES, JOKES/COMMENTS REGARDING RACE/ACCENTS, ETC.)?



HAVE YOU LEFT A FIRE DEPARTMENT BECAUSE YOU FELT THAT YOU WERE UNWELCOME/HARASSED?



WITHIN THE PAST THREE YEARS, HAVE YOU EXPERIENCED DISCRIMINATION/HARASSMENT BASED ON RACE?



DID THE DISCRIMINATION/HARASSMENT THAT WAS BASED ON RACE THAT YOU EXPERIENCED OCCUR MORE THAN ONCE?

