

2017 Race and Social Justice Initiative

# SEATTLE CITY COUNCIL PRESENTATION

Gender Equity, Safe Communities, New Americans & Education Committee

*April 25, 2018*



# OVERVIEW

- Hiring Demographics
- Ongoing Key Projects and Programs
- 2017 Racial Equity Toolkit Highlights
- 2018 Tool Kits



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# CURRENT SFD DEMOGRAPHICS

<b>Demographic:</b>	<b>Count:</b>
American Indian/Alaska Native	15
Asian	64
Black/African American	65
Hispanic/Latino	56
Native Hawaiian/Oth Pacific Islander	13
Not Specified	14
Two or more races	34
White	820
<b>Total SFD Employees</b>	<b>1081</b>
Men	952
Women	129

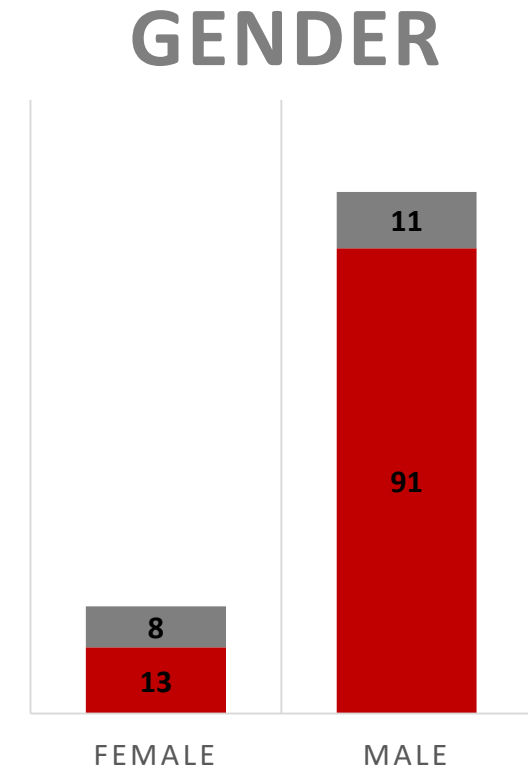
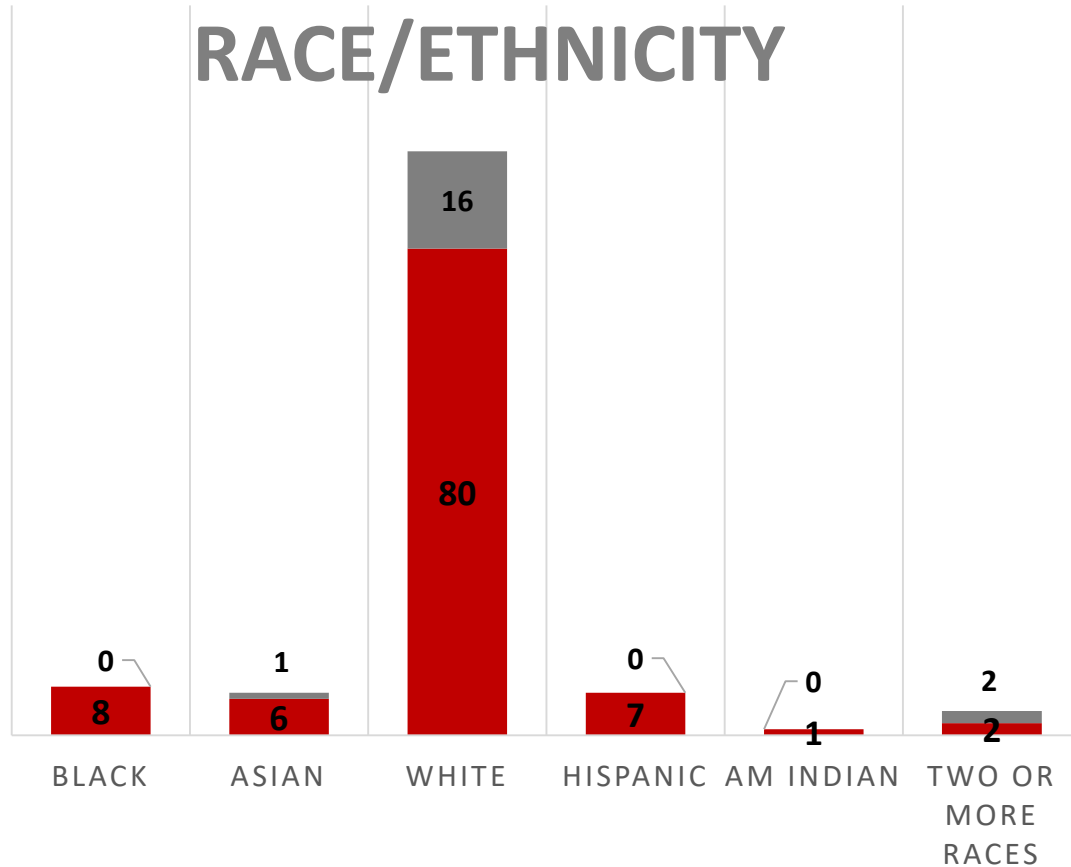


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# DEMOGRAPHICS FOR FIREFIGHTER RECRUIT CLASSES

## AUG 2016 – FEB 2018



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# DEMOGRAPHICS FOR 2017

## CIVILIAN HIRING

Demographic:	Count:
African American	3
Asian	1
Hispanic	1
Not Specified	1
White	8
<b>Total</b>	<b>14</b>

Gender:	Count:
Men	5
Women	9



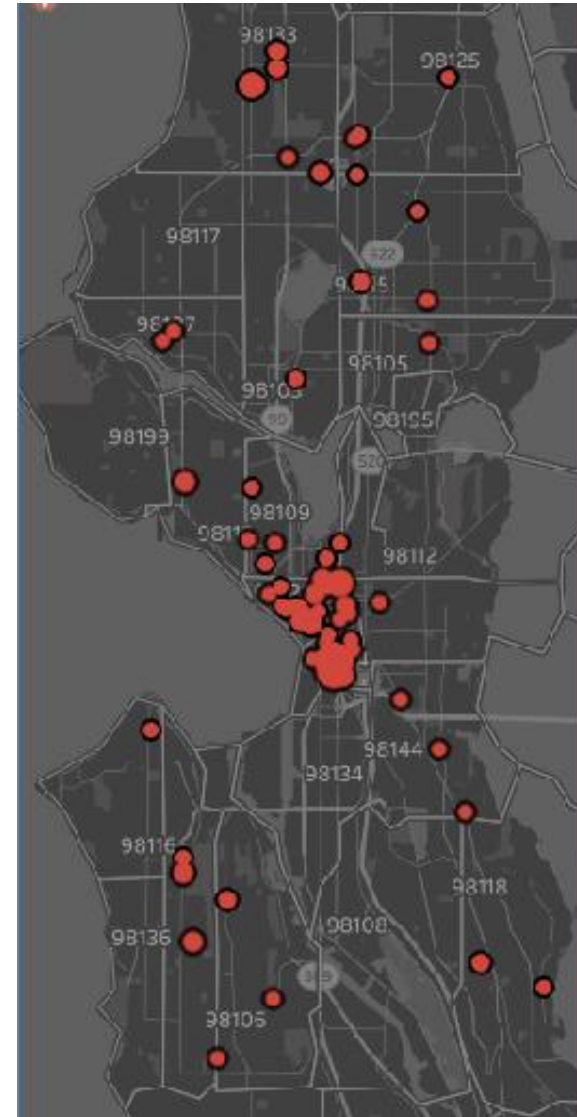
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# ONGOING KEY PROJECTS: LOW ACUITY TASK FORCE

*Improve unit availability and provide enhanced service to individuals calling with lower acuity complaints.*

- Outreach contacts with over 100 identified high utilizers city-wide, including indirect care coordination and direct outreach
- Clients enrolled in the high-utilizer program showed an average decrease of six calls per quarter.
- Trained 8 fire stations on use of the King County Mobile Crisis Team, resulting in over 270 referrals made with an average hospital Emergency Dept. diversion rate of over 85%



High-utilizer locations, 2017



# ONGOING KEY PROJECTS: CFSA PROGRAM

*Community Fire Safety Advocates are trained community members who provide cultural and linguistic relevant education and outreach to all Seattle communities.*

In 2017, the Community Fire Safety Advocate program:

- The CFSA's provided fire and life safety education in Somali, Spanish, Chinese, Amharic, Tigrinya, Vietnamese, Cambodian, Oromo, and English.
- Had 4,354 contacts (bringing total program contacts to almost 27,068 since 2010.)



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# 2017 RACE AND EQUITY TOOLKITS

The Racial Equity Toolkit (RET) was applied to four areas within SFD policies and procedures, including:

- ✓ Low Acuity
- ✓ Medic II Program
- ✓ The Senior Cadet Program
- ✓ The Administration Hiring Process



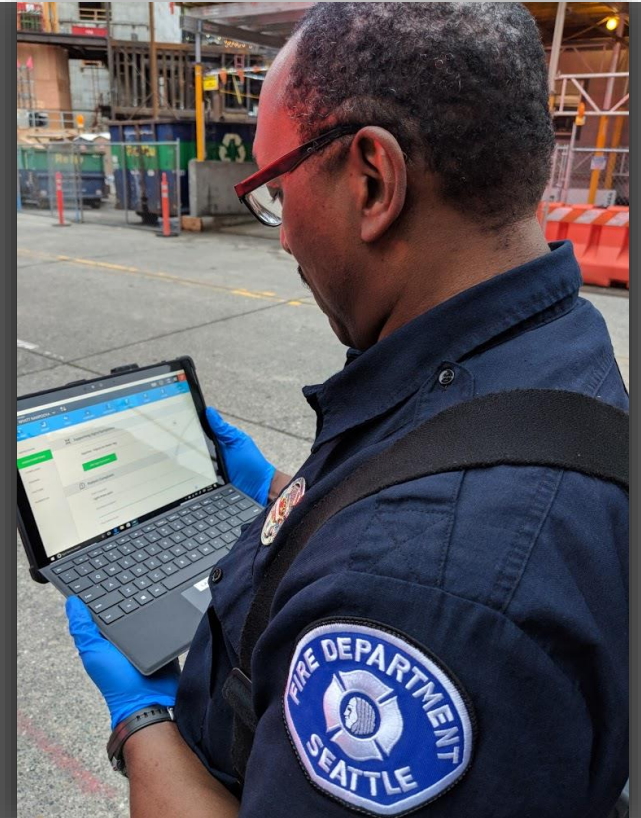


# RET HIGHLIGHT: LOW ACUITY

*Improve unit availability and provide enhanced service to individuals calling with lower acuity complaints.*

## Additional Outcomes:

- Trained 8 fire stations on use of the King County Mobile Crisis Team, resulting in over 270 referrals made with an average hospital ED diversion rate of over 85%
- Conducted 30 training and education sessions with high utilizing locations city-wide, including homeless shelters, permanent supportive housing, nursing homes, and assisted living facilities
- Participated significantly in the design and rollout of the departments' new electronic healthcare records software, which includes acuity and homelessness information on every patient



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# RET HIGHLIGHT: MEDIC II PROGRAM

*Provide CPR and choking technique classes to community members.*



## Outcomes:

- Currently developing marketing and educational materials that are culturally and linguistically relevant.
- Identified affiliations so partnerships can be formed with community groups and organizations directly serving and/or led by people of color. Provide trainings in locations where LEP and communities of color are more likely to reside and be able to access.
- Working to remove the cost barrier by eliminating the fee for certification classes and donation requests to keep this program in line with other SFD community programs.
- Utilized interpreters when bilingual trainers were not available. Provided training for the English-speaking trainers on how to teach with an interpreter.



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# RET HIGHLIGHT: SENIOR CADET PROGRAM

*Program for adults (19+ years of age) interested in a career as a Seattle firefighter.*

## Outcomes:

- Conducted targeted outreach at schools with larger populations of communities of color and free/reduced lunch.
- Changed the application process to allow for online applications; shortened the application form and created two separate cohorts throughout the year.
- Developed a process for applicants and participants to provide anonymous feedback throughout the process.



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# RET HIGHLIGHT: ADMINISTRATIVE HIRING PROCESS

*Revisit civilian hiring procedures.*

## Outcomes:

- Updated and trained on policies to address inconsistencies which can cause bias and racial inequities.
- Completed written guidelines for a hiring process, hiring managers, and for the facilitators.
- Continued working with hiring managers to create an inclusive interview process that is consistent and aligns with the department's values.



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# 2018 FIRE DEPARTMENT TOOL KITS

- External Complaint process
- Retention of women and people of color in Recruit school
- Curriculum for Department's Leadership course
- Fire Safety program in Seattle public schools



# QUESTIONS?



# THANK YOU



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