

2018 Race & Social Justice

Seattle City Council Presentation

Date 06/26/19

Seattle Fire Department



City of Seattle

2018 Overview

- 2018 Toolkits
- RET Highlights
- Increasing representation of women and people of color in the SFD uniformed workforce

2018 Race and Equity Toolkits

- Executive Leadership Academy
- Recruit School Retention
- Children's Fire Safety Programs
- SFD Committee Selection Process

Executive Leadership Academy

- 12-month leadership development for tomorrow's leaders
- Diverse participants increases awareness and understanding of the impacts of racism
- RET focus on application process to ensure equity
- Barriers
 - Captain and above pool white and male
 - Selection criteria change



Recruit School Retention

- Initial RET focus on women success rates
- Data analyzed
- Larger scope needed to fully understand the issue



Increasing Women and People of Color in the Uniformed Workforce

- SFD representation better than National average for women and POC Firefighters
- SFD representation challenged compared to Seattle and King County population
- Identified areas of work
 - Recruitment and selection challenges
 - Success rates in Recruit School
 - Promotional pipeline



SFD UNIFORMED Workforce - January 14, 2019

Rank	Male %	Female %	White %	Black %	Asian %	Hispanic %	AI/AN %	NH/OPI %	Two + %	POC %
CHIEFS	86.5	13.5	89.2	2.7	2.7	5.4				10.8
Fire	100.0			100.0						100.0
Assistant	100.0		100.0							
Deputy	88.9	11.1	66.7		11.1	22.2				33.3
Battalion	83.3	16.7	100.0							
STATION	92.9	7.1	80.1	5.7	3.3	6.2	0.9	1.9	1.9	19.9
Captain	94.5	5.5	80.0	1.8	3.6	9.1	3.6		1.8	20.0
Lieutenant	92.3	7.7	80.1	7.1	3.2	5.1		2.6	1.9	19.9
FIREFIGHTER	92.5	7.5	76.7	5.7	5.6	5.0	2.0	1.2	3.8	23.3
TOTAL	92.3	7.7	77.9	5.6	5.0	5.3	1.7	1.3	3.3	22.1

Rank	Male %	Female %	White %	Black %	Asian %	Hispanic %	AI/AN %	NH/OPI %	Two + %	POC %
City of Seattle*	50.1	49.9	65.7	7.0	14.1	6.6	0.5	0.4	5.6	34.3
King County*	49.9	50.1	62.2	6.0	15.9	9.3	0.5	0.8	5.1	37.8
National Fire**	94.5	4.5	84.1	8.2	1.1	8.5	0.8	0.6	3.0	15.9
SFD UNIFORM	92.3	7.7	77.9	5.6	5.0	5.3	1.7	1.3	3.3	22.1

* 2018 Mayor's Report – Race and Gender Equity

** Aggregated from multiple sources, 2016-2018



SFD UNIFORMED Workforce - January 14, 2019

Rank	Total	Male	Female	White	Black	Asian	Hispanic	AI/AN	NH/OPI	Two +	POC
CHIEFS	37	32	5	33	1	1	2				4
Fire	1	1			1						1
Assistant	3	3		3							
Deputy	9	8	1	6		1	2				3
Battalion	24	20	4	24							
STATION	211	196	15	169	12	7	13	2	4	4	42
Captain	55	52	3	44	1	2	5	2		1	11
Lieutenant	156	144	12	125	11	5	8		4	3	31
FIREFIGHTER	755	698	57	579	43	42	38	15	9	29	176
TOTAL	1,003	926	77	781	56	50	53	17	13	33	222

Recruitment and Selection Challenges

- Lack of current and realistic job description and qualifications
- Testing process – length, complexity, time consuming, frequent changes, multiple owners
- Gender and cultural perceptions of Firefighting profession
- State of Washington Veteran's preferences
- Impact of I-200 (1998)
- Gentrification of Seattle



SFD Recruit Class Demographics 2015 - 2018

	Total	Male	Female	White	Black	Asian	Hispanic	AI/AN	NH/OPI	Two +	POC
Class 109	34	29	5	27		2	2	2		1	7
Successful	28	25	3	22		2	1	2		1	6
Unsuccessful	6	4	2	5			1				1
Class 108	34	28	6	28	1	2	3				6
Successful	27	24	3	22	1	2	2				5
Unsuccessful	7	4	3	6			1				1
Class 107	30	22	8	25	3	2					5
Successful	23	18	5	20	2	1					3
Unsuccessful	7	4	3	5	1	1					2
Class 106	29	24	5	21	2	1	2		1	2	8
Successful	22	20	2	15	2	1	1		1	2	7
Unsuccessful	7	4	3	6			1				1
Class 105	30	27	3	24	2	1	1	1		1	6
Successful	24	23	1	19	2	1	1	1			5
Unsuccessful	6	4	2	5						1	1
Class 104	30	28	2	23	3		2			2	7
Successful	21	19	2	15	3		2			1	6
Unsuccessful	9	9	0	8						1	1
Class 103	29	26	3	18	1	2	3	1	1	3	11
Successful	26	24	2	17	1	1	2	1	1	3	9
Unsuccessful	3	2	1	1		1	1				2
Class 102	32	28	4	20	1	3	4			4	12
Successful	24	21	3	17	1	1	3			2	7
Unsuccessful	8	7	1	3		2	1			2	5
TOTAL	248	212	36	186	13	13	17	4	2	13	62
Successful	195	174	21*	147	12	9	12	4	2	9	48
Unsuccessful	53	38	15*	39	1	4	5	0	0	4	14

* Of the nine women who were unsuccessful in Recruit School and tried again, six (66.7%) successfully completed their second Recruit School

Increasing Success Rates in Recruit School

- Physical preparation and conditioning
- Mental preparation and conditioning
- Clear understanding of expectations and difficulty
- Avoiding injuries

Promotional Pipeline

- Numbers of Uniformed women in decline
 - Peak hiring of women in the 1980s and 1990s
 - Highest number of women (95) in 2010
 - Currently 57 female FF and 20 Officers (1 DC, 4 BC, 3 CP, 12 LT)
 - 14 (25%) female FF and 12 (60%) Officers within normal retirement (50+/25+)
 - Two female Officers under age 50, both Lieutenants
- Numbers of Uniformed POC in decline
 - Peak hiring of POC in the 1980s
 - Highest number of POC (250) in 1989
 - Since 2004, African-Americans declining at higher rate than total POC (39% vs 7%)
 - Currently 176 POC FF and 46 Officers (1 FC, 3 DC, 0 BC, 11 CP, 31 LT)
 - 41 (23%) POC FF and 26 (55%) Officers within normal retirement (50+/25+)
 - 18 POC Officers under age 50 (1 AC, 5 CP, 12 LT)



Specific Actions

- Historical research on SFD demographics, recruitment and hiring
- New Targeted Recruitment position
- SEA-Prep, Recruit Prep, Cadets
- Occupational Health, Wellness & Tactical Performance Advisor
- Consistent Recruit School testing process to demonstrate required skills
- New SFD EMT School
- No charge for National Testing Network Test
- King County *Women in Fire & EMS*
- More work to do - continue 2018 RET as 2019 RETs



SFD CIVILIAN Workforce - January 14, 2019

Rank	Total	Male	Female	White	Black	Asian	Hispanic	AI/AN	NH/OPI	Two +	POC
MANAGEMENT	12	4	8	8	1	2	1				4
Executives	3	1	2	2		1					1
Managers	9	3	6	6	1	1	1				3
NON-MGMT	65	20	45	39	8	9	4	1		4	26
FLSA Exempt	12	8	4	10			1	1			2
FLSA Non-Exempt	53	12	41	29	8	9	3			4	24
TOTAL	77	24	53	47	9	11	5	1		4	30

SFD CIVILIAN Workforce - January 14, 2019

Rank	Male %	Female %	White %	Black %	Asian %	Hispanic %	AI/AN %	NH/OPI %	Two + %	POC %
MANAGEMENT	33.3	66.7	66.7	8.3	16.7	8.3				33.3
Executives	33.3	66.7	66.7		33.3					33.3
Managers	33.3	66.7	66.7	11.1	11.1	11.1				33.3
NON-MGMT	30.8	69.2	60.0	12.3	13.8	6.2	1.5		6.2	40.0
FLSA Exempt	66.7	33.3	83.3			8.3	8.3			16.7
FLSA Non-Exempt	22.6	77.4	54.7	15.1	17.0	5.7			7.5	45.3
TOTAL	31.2	68.8	61.0	11.7	14.3	6.5	1.3		5.2	39.0

Rank	Male %	Female %	White %	Black %	Asian %	Hispanic %	AI/AN %	NH/OPI %	Two + %	POC %
City of Seattle*	50.1	49.9	65.7	7.0	14.1	6.6	0.5	0.4	5.6	34.3
King County*	49.9	50.1	62.2	6.0	15.9	9.3	0.5	0.8	5.1	37.8
SFD CIVILIAN	31.2	68.8	61.0	11.7	14.3	6.5	1.3		5.2	39.0

* 2018 Mayor's Report – Race and Gender Equity

SFD UNIFORMED Workforce

"Underutilization" Compared to Seattle, King County, National Fire - January 14, 2019

Rank	Male	Female	White	Black	Asian	Hispanic	AI/AN	NH/OPI	Two +	POC
City of Seattle*	1.8	.15	1.2	.80	.35	.82	3.4	3.3	.59	.65
King County*	1.8	.15	1.2	.93	.31	.58	3.4	1.6	.65	.59
National Fire**	.98	1.7	.92	1.2	4.5	.64	2.1	2.2	1.1	1.4

SFD CIVILIAN Workforce

"Underutilization" Compared to Seattle, King County - January 14, 2019

Rank	Male	Female	White	Black	Asian	Hispanic	AI/AN	NH/OPI	Two +	POC
City of Seattle*	.62	1.4	.93	1.7	1.0	.98	2.6		.93	1.1
King County*	.63	1.4	.98	2.0	.90	.70	2.6		1.0	1.0

* 2018 Mayor's Report – Race and Gender Equity

** Aggregated from multiple sources, 2016-2018

