

2021 SEATTLE FIRE RACE AND SOCIAL JUSTICE

A presentation for the Seattle City Council



SFD RSJI CHALLENGES AND OPPORTUNITIES

COVID-19 & OTHER CHALLENGES	RSJI – FOCUSED STRATEGIES	ANALYSIS & OUTCOME
Severe staffing shortages	Updating workplace policies and practices	Workplace assignments and promotion processes
Altered work schedules	Targeted FF recruitment process	Firefighter recruit applicant pool
Institutional inequities	Increasing retention of FF recruits	Recruit school retention



COVID-19 CHALLENGES

- 117 Uniformed Separations: 4 deaths, 22 dismissals, 31 resignations, 60 retirements
- 113 Firefighter Vacancies
- 623 Total Isolated or Quarantined Employees
- Significant segment of Professional Employees with Alternative Work Arrangement Schedules



“Great leadership requires that you surround yourself with people of diverse perspectives who can disagree with you without fear or retaliation.”

- Doris Kerns Goodwin

RSJI STRATEGIES IN ACTION



1. UPDATING WORKPLACE POLICIES AND PROCESSES

INSTITUTIONAL DISPARITIES	RSJI STRATEGY
<p>Low overall percentages of women and persons of color participating in promotion processes</p>	<p>Inclusion language added on department memos and policy operating guidelines</p> <p>Equitable changes in promotional process</p>



EEO POLICY – 3003 – PARAGRAPH 2.4

“To fully realize the intent of these policies in the realm of career development opportunities within SFD, all memos or communications offering career development opportunities, including but not limited to, committee work, trainings, classes and special projects, will include language that reflects SFD's commitment to equity and inclusion.”



CHANGED PROMOTIONAL PROCESS ORAL BOARD SCORING

INSTITUTIONAL DISPARITIES	RSJI STRATEGY
<p>240 Lieutenants Captains, and Chiefs</p> <ul style="list-style-type: none">95% Leadership Male80% Leadership WhiteLess 1% American Indian (1)5% Hispanic (13)6.25% African American (15)6% Asian (6)4% 2 or more or not specified (11)	<p>Adjust the oral board and written exam weight percentage to level playing field for those who historically do not have equal access to networking, mentorship, and written exam preparation</p>



NEW PROMOTIONAL PROCESS SCORING

Old Process: 60% weight for written exam, 40% weight for oral board with 70% passing score.

New Approved Process: 50% weight for written exam, 50% weight for oral board with 70% passing score



2. TARGETED FIREFIGHTER RECRUITMENT PROCESS

INSTITUTIONAL DISPARITIES	RSJI STRATEGY
<p>964 represented employees</p> <ul style="list-style-type: none">93% Firefighters are Male (898)74% Firefighters are White1.5% American Indian/Alaska Native5% Asian6% Hispanic/Latino6% African American7% 2 or more or not specified	<p>Accelerated and targeted recruitment with focused outreach to local community</p>



SFD hosted King County Fire Chiefs Association Diversity and Recruitment Workshop on April 9, 2022



RECRUITMENT EFFORTS

SOCIAL MEDIA OUTREACH



We're hiring entry-level firefighters

SEATTLEFIREJOBS.COM



We're hiring entry-level firefighters

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We're hiring entry-level firefighters

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RECRUITMENT EFFORTS

MEDIA ADS

Estamos contratando bomberos y técnicos en emergencias médicas
Estamos aceptando solicitudes de empleo hasta el 19 de abril



Solicite en: SEATTLEFIREJOBS.COM

SEATTLE FIRE
IS HIRING FIREFIGHTERS



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저희가 소방관을 모집합니다 응급 의료 전문 기술자
4월 19일까지 입사 지원서를 받고 있습니다

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RECRUITMENT EFFORTS

THREE ONLINE WEBINARS

OVERVIEW OF HIRING PROCESS WEBINAR



MARCH 9 | 6-6:30 P.M.

Seattle Fire Human Resources Specialist Hannah Kosten will give an overview of how to navigate the hiring process, and will answer questions from attendees (via comment feature on Facebook).



WEBINAR WILL ALSO BE RECORDED
AND POSTED TO OUR WEBSITE:
SEATTLEFIREJOBS.COM

NO REGISTRATION
REQUIRED

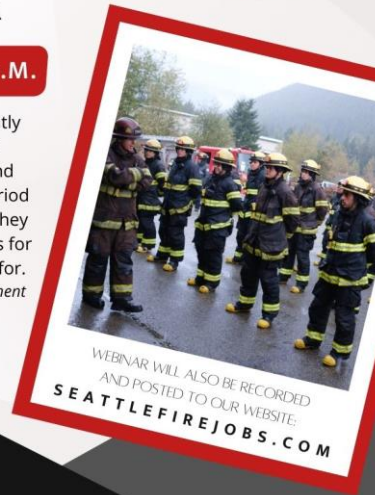
Livestreamed on Facebook:
facebook.com/SeattleFire

WHAT TO EXPECT IN RECRUIT SCHOOL WEBINAR



MARCH 16 | 6-6:30 P.M.

A firefighter/EMT who recently completed SFD's rigorous 15.5-week recruit school and subsequent probationary period will share their experience. They will touch on high-level points for what to expect and prepare for. Questions can be asked via comment feature on Facebook.



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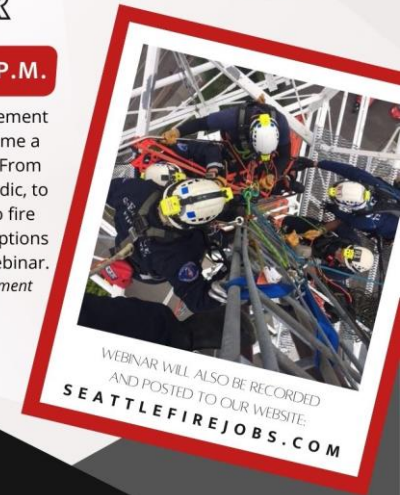
Livestreamed on Facebook:
facebook.com/SeattleFire

ADVANCEMENT OPPORTUNITIES WEBINAR



MARCH 23 | 6-6:30 P.M.

Seattle Fire has many advancement opportunities once you become a member of the department. From promoting in rank, to paramedic, to tech teams, to dispatcher, to fire prevention... we have many options for you. Learn more at this webinar. Questions can be asked via comment feature on Facebook.



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RECRUITMENT EFFORTS

IN-PERSON PARTICIPATION AT SCHOOL AND COMMUNITY CAREER FAIRS



3. RECRUIT SCHOOL RETENTION

INSTITUTIONAL DISPARITIES	RSJI STRATEGY
<p>35-40 members average recruit class in 2020 and 2021</p> <p>Female recruit retention ratio significantly diminishes during period</p> <p>Recruits of color ratios also have historical pattern of diminishing retention</p>	<p>Instituting incremental curriculum changes to create more equity to candidates without prior firefighting experience</p>



INCREMENTAL CURRICULUM CHANGES

CLASS 113 (AUG 2020)

- Instituted week #5 as a rest and recovery week
- Adjusting to have both engine and truck for all recruits to maintain skill retention

CLASS 114 (FEB 2021) and CLASS 115 (AUG 2021)

- Refined methodology and rotations to increase equipment experience



ANALYSIS AND OUTCOMES

#1 UPDATING POLICIES AND PROCESSES 2022 and 2023

- Actively monitor percentages of historically disadvantaged groups in fire service applying for promotional opportunities for meaningful increases.
- Changing current processes and policies of “discretionary selection” for promotions and desirable assignments to mitigate against institutional racism and improper bias.



ANALYSIS AND OUTCOMES

#2 TARGETED RECRUITMENT PROCESS 2022 and 2023

- Reaffirming local community engagement and outreach is resulting in significant percentages of applicants in our “backyard”.
- Determining why there is a pattern of significant applicant drop-offs in early part of the process (SHR/NTN application scheduling and testing) to implement new specific, and individualized assistance for these lost applicants from historically disadvantaged groups.



IN STATE VS. OUT OF STATE

RESIDENCY		
WA	2,022	68.45%
Out-of-State	932	31.55%
TOTAL	2,954	100%



APRIL 2022 FIREFIGHTER RECRUIT SCHOOL APPLICATION PERIOD

RACE/ETHNICITY	Applied (N)	Applied (%)	Scheduled Exam (N)	Scheduled Exam (%)	Completed FireTEAM (includes xfers) (N)	Completed FireTEAM (includes xfers) (%)	Completed FireTEAM +PSSA Pt 1 (N)	Completed FireTEAM +PSSA Pt 1 (%)
Native American or Alaska Native	57	1.93%	41	1.64%	33	1.64%	33	1.65%
Asian or Pacific Islander	303	10.26%	237	9.50%	211	10.49%	210	10.51%
Black or African American	352	11.92%	256	10.26%	184	9.15%	184	9.21%
Hispanic or Latino	453	15.34%	371	14.88%	277	13.77%	275	13.76%
White	1642	55.59%	1444	57.90%	1193	59.32%	1184	59.26%
Prefer not to respond/Undisclosed	147	4.98%	145	5.81%	113	5.62%	112	5.61%
TOTAL	2954	100.00%	2494	100.00%	2011	100.00%	1998	100.00%
GENDER								
Female	354	11.98%	301	12.07%	233	11.59%	231	11.56%
Male	2518	85.24%	2141	85.85%	1737	86.37%	1727	86.44%
Prefer not to respond/Undisclosed	82	2.78%	52	2.09%	41	2.04%	40	2.00%
TOTAL	2954	100.00%	2494	100.00%	2011	100.00%	1998	100.00%



ANALYSIS AND OUTCOMES

#3 RECRUIT SCHOOL RETENTION 2022 AND 2023

- Continued partnering with the equity-committed Training Division to increase retention of female and persons of color recruits through beneficial and incremental changes in Recruit School Curriculum.
- Monitoring and/or surveying successful recruits to better understand what additional changes could enhance more retained diverse recruits – tomorrow’s firefighters and EMTs.



DIVERSITY IS BEING INVITED TO A PARTY. BUT INVITATION IS NOT ENOUGH. **INCLUSION** IS BEING ASKED TO DANCE AT THE PARTY. PARTICIPATION IS THE KEY TO EFFECTIVELY COMBATING RACISM AND DISCRIMINATION.

RSJI: ANTI-RACISM IN ACTION



THANK YOU

Questions?

