

Your
Seattle
Fire Department

MEMORANDUM



DATE: April 8, 2015

TO: City Councilmember Bruce Harrell, Chair
Public Safety and Education Committee

FROM: Interim Fire Chief Harold D. Scoggins *HDS*

SUBJECT: **FIRE DEPARTMENT PRESENTATION ON 2015 SFD RSJI
WORK PLAN**

The Seattle Fire Department's presentation will highlight major RSJI accomplishments since our last presentation, followed by SFD's 2015 objectives that we plan to accomplish this year. Working toward true racial equity in our City requires our continued commitment and collaboration.

The Department had several noteworthy accomplishments in 2014, including:

- Expansion of the Community Fire Safety Advocate (CFSA) Program to 11 total languages, including new advocates who speak Tigrinya and Somali, and reached a total of 11,027 community members with important fire and life safety information.
- Racial Equity Toolkit training was received by the Department's leadership team, Change Team, and Diversity Strategic Planning work group.
- Partnerships were established with Safe Kids Seattle and Harborview Medical Center to provide free smoke alarm batteries and fire safety information to over 1,000 children and their families.
- Fire Safety and Prevention Outreach targeted vulnerable populations, such as low income, refugee, and immigrant communities, which encompasses many persons of color.
- Race and Social Justice Initiative training binders were created and have become a part of every Station's company library, which are used to develop questions for promotional tests for uniformed members.

In looking at Race and Social Justice objectives for 2015, the Department has emphasized internal capacity-building through training and education, plans on increasing outreach to additional immigrant and refugee communities, and to make improvements in services to the City.

The attached spreadsheet describes Seattle Fire Department goals, outcomes, strategies, and action steps for this year. Though the Department has other important goals and milestones in advancing racial equity, a few major goals for the remainder of the year include:

- The Department has launched its second Department-wide Race and Social Justice Initiative training, designed to provide greater awareness of the need for diversity in the Department, to provide definitions of interpersonal, institutional, and structural racism, and to reinforce the City and Department goal of eliminating racial inequity. The training will reach all employees.
- The requirement of Firefighter applicants to have an EMT certification prior to applying to become a firefighter has been eliminated. We are continuing to look at the feasibility of adding EMT certification to recruit school and are also considering creating our own EMT training program.
- The Department recognizes that the continued use of the Racial Equity Toolkit in making policy, program and budget decisions is more important than ever in our current environment, and will be providing training to all six Strategic Planning workgroups (Leadership, Resource Management, Diversity, Employee Development, Health & Safety, and Community Outreach).
- The Department will review and analyze its current deployment model and identify any disproportionate impact on communities of color.
- The Fire Marshal's Office permit processes will be reviewed through the racial equity toolkit to ensure services are delivered equitably.
- The Department is expanding its partnerships with local schools and neighborhood groups to encourage youth of color to consider careers as Seattle firefighters.
- The Department has begun to collaborate with UW Women's Athletics to identify and recruit qualified female applicants.

The Department appreciates the opportunity to share our work and to strategize with the Committee about how to advance racial equity in the City of Seattle.

HDS:db

Attachment

cc: SFD Change Team
SOCR – Patricia Lally, Diana Falchuk and Scott Winn