

SFD RSJI Outcomes and Strategic Actions Reports

Master List

Edward B. Murray

Seattle Fire Department

Eliminate inequities in serving communities of color.

Published

Strategies and Action Descriptions:

Is Dept Specific? True
Community outcome last updated by: Brenda Anibarro on 3/13/2015 8:13:55 AM

Use departmental programs and projects to eliminate racial inequity

Due Date Type

Lead Staff:

Action: Expand the Department's Community Fire Safety Advocate program to provide culturally relevant information to immigrant and refugee communities.	Ongoing	Action last updated by: Brenda Anibarro on 3/13/2015 8:14:38 AM	Bill Mace	Published
Progress Report:		Progress Last Updated by : Travis Taylor2/27/2015 2:59:22 PM	Status:	Review

Action: Assess operational deployment model to eliminate identified inequities in service delivery.	Ongoing	Action last updated by: Brenda Anibarro on 3/13/2015 8:14:46 AM		Published
Progress Report:		Progress Last Updated by : Travis Taylor3/2/2015 9:56:31 AM	Status:	Review

Action: Review permit condition processes and ensure that services are delivered equitably.	Ongoing	Action last updated by: Brenda Anibarro on 3/13/2015 8:14:54 AM	Karen Grove	Published
Progress Report:		Progress Last Updated by : Travis Taylor2/27/2015 3:09:26 PM	Status:	Review

SFD RSJI Outcomes and Strategic Actions Reports

Master List

Edward B. Murray

Seattle Fire Department

Eliminate inequities in serving communities of color.

Published

Strategies and Action Descriptions:	Is Dept Specific? True	Community outcome last updated by:	Brenda Anibarro on 3/13/2015 8:13:55 AM		
Build racial equity in departmental policies	Due Date Type	Lead Staff:			
Action: Adopt a Race and Social Justice Initiative Policy and Operation Guideline to institutionalize the mission and vision of eliminating racial inequities in the Department and in the services we provide.	One-Time	Action last updated by:	Brenda Anibarro on 3/13/2015 8:15:15 AM	Helen Fitzpatrick	Published
Progress Report: First draft of RSJI POG submitted for review by Leadership Team		Progress Last Updated by :	Brenda Anibarro on 3/13/2015 8:15:15 AM	Status: On Track	Published

Ensure an inclusive, fair, and equitable hiring process for all positions

Published

Strategies and Action Descriptions:	Is Dept Specific? True	Community outcome last updated by:	Brenda Anibarro on 3/13/2015 8:07:14 AM		
Use departmental programs and projects to eliminate racial inequity	Due Date Type	Lead Staff:			
Action: Review selection and promotional processes and eliminate inequities.	Ongoing	Action last updated by:	Brenda Anibarro on 3/13/2015 8:09:59 AM		Published
Progress Report:		Progress Last Updated by :	Travis Taylor 3/2/2015 8:43:12 AM	Status:	Review

SFD RSJI Outcomes and Strategic Actions Reports

Master List

Edward B. Murray

Seattle Fire Department

Ensure an inclusive, fair, and equitable hiring process for all positions

Published

Strategies and Action Descriptions:

Is Dept Specific?
True

Community
outcome last updated by: Brenda Anibarro on 3/13/2015 8:07:14 AM

Partner with City departments, the community and other institutions to achieve racial equality in the community

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Status:
Partner with Chief Sealth High School for the "What's Hot" Program to promote firefighter employment opportunities among youth of color.	Ongoing	Brenda Anibarro on 3/13/2015 8:10:55 AM	Published
Progress Report:		Evan Ward 1/6/2015 1:06:40 PM	On Track Review
SFD career information session at the University of Washington.	One-Time	Evan Ward on 4/8/2015 10:04:32 AM	Review
Progress Report:			Status:
Attend career fair at UW Husky Union Building.	One-Time	Evan Ward on 4/8/2015 10:05:09 AM	TBD TBD Review
Progress Report:			Status:

Increase employee awareness regarding the benefits of a diverse workforce and how to create and maintain a culture of mutual respect and trust

Published

Strategies and Action Descriptions:

Is Dept Specific?
True

Community
outcome last updated by: Brenda Anibarro on 3/13/2015 8:11:50 AM

Use departmental programs and projects to eliminate racial inequity

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Status:
Deliver second round of cultural competency training for all non-uniformed SFD employees (April 14-23).	One-Time	Evan Ward on 4/8/2015 10:59:03 AM	Review
Progress Report:		Evan Ward 4/8/2015 10:59:03 AM	Status: Review

SFD RSJI Outcomes and Strategic Actions Reports

Master List

Action: Department-wide training on RSJI, cultural competency and avoiding implicit bias.	One-Time	Action last updated by: Brenda Anibarro on 3/13/2015 8:12:38 AM		Published
Progress Report: Completed first round of training from January 12 through February 20, 2015, including over 800 Operations members		Progress Last Updated by : Brenda Anibarro on 3/13/2015 8:12:38 AM	Status: On Track	Published

Promote a culturally competent workforce prepared to meet the needs of our diverse communities

Published

Strategies and Action Descriptions:	Is Dept Specific? True	Community outcome last updated by: Brenda Anibarro on 3/13/2015 8:13:47 AM		
Use departmental programs and projects to eliminate racial inequity	Due Date Type		Lead Staff:	
Action: Deliver cultural competency training and racial equity training to Seattle Fire Department personnel.	One-Time	Action last updated by: Brenda Anibarro on 3/13/2015 8:14:10 AM	Helen Fitzpatrick	Published
Progress Report: over 800 Firefighters were trained in the first wave of training ending February 20.		Progress Last Updated by : Brenda Anibarro on 3/13/2015 8:14:10 AM	Status: On Track	Published

Action: Deliver second round of cultural competency training for all non-uniformed SFD employees (April 14-23).	One-Time	Action last updated by: Evan Ward on 4/8/2015 10:59:25 AM		Review
Progress Report:		Progress Last Updated by : Evan Ward 4/8/2015 10:59:25 AM	Status:	Review

The Department's workforce reflects the communities we serve

Published

Strategies and Action Descriptions:	Is Dept Specific? True	Community outcome last updated by: Brenda Anibarro on 3/13/2015 8:11:55 AM		
Use departmental programs and projects to eliminate racial inequity	Due Date Type		Lead Staff:	
Action: Create targeted recruitment video to attract a larger, more diverse applicant pool.	One-Time	Action last updated by: Brenda Anibarro on 3/13/2015 8:12:55 AM		Published
Progress Report:		Progress Last Updated by : Travis Taylor 2/27/2015 3:44:48 PM	Status:	Review

SFD RSJI Outcomes and Strategic Actions Reports

Master List

Edward B. Murray

Seattle Fire Department

The Department's workforce reflects the communities we serve

Published

Strategies and Action Descriptions:

Partner with City departments, the community and other institutions to achieve racial equality in the community

Is Dept Specific?
True

Community outcome last updated by: Brenda Anibarro on 3/13/2015 8:11:55 AM

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Lead Staff:	Status:
Partner with UW Women's Athletics Department to recruit qualified female applicants for the Firefighter selection process.	Ongoing	Brenda Anibarro on 3/13/2015 8:13:14 AM	Helen Fitzpatrick	Published
Progress Report:		Progress Last Updated by : Travis Taylor3/2/2015 8:42:43 AM		Review
Action:	Annually	Action last updated by: Evan Ward on 4/8/2015 9:56:42 AM		Review
Partner with UW to create a "Dawgs Flyer" with profiles of SFD firefighters of diverse backgrounds.				
Progress Report:		Progress Last Updated by : Evan Ward4/8/2015 9:52:06 AM	Status: On Track	Review
Action:	One-Time	Action last updated by: Evan Ward on 4/8/2015 10:00:49 AM		Review
Attend UW Spring Football & Crew catering event to bring awareness of SFD career opportunities for qualified applicants.				
Progress Report:		Progress Last Updated by :	Status:	