DIVERSITY. EQUITY. INCLUSION. IN THE FIRE STATION

Diversity is a valuable asset in any community or organization. It brings a wider range of perspectives, experiences, & ideas...

> People from different backgrounds and cultures bring unique perspectives and solutions that might not have been considered otherwise

Different points of views lead to more informed and balanced policy-making. These decisions can have far-reaching positive results

INNOVATION

DECISIONS

CREATIVITY

People from different backgrounds and cultures bring a broader range of skills to solve complex problems. Diversity can encourage individuals to think outside the box and come up with innovative ideas.

PROBLEM

SOLVING

RESPECTING differences

others and making

the most of differences

that people are different rather than copies of us

Ladder of

CCEPTANCE



VALUING

APPRECIATING

how and why others are not like us... NOT agreement

others based on our preferences

Just some of **The Research...**

The International Association of Fire Fighters (IAFF), 2018, found that 34% of female firefighters reported experiencing sexual harassment & 60% reported experiencing discrimination based on their gender.

The National Volunteer Fire Council (NVFC) in 2018 found that 43% of volunteer firefighters reported experiencing bullying, hazing, or harassment.

The National Fire Protection Association (NFPA) in 2018 found that 22% of LGBTQ firefighters and EMS personnel reported experiencing some form of workplace discrimination, including harassment.

• NFPA in 2018 also found that 13% of all firefighters reported experiencing some form of sexual harassment in the past year.



Exposure to different cultures can improve communication, understanding and lead to more effective teamwork.



IAFF, in 2019 ,found that 24% of female firefighters reported experiencing sexual harassment in the past year.

- A 2018 the Firefighter Behavioral Health Alliance found that 87% of firefighters reported experiencing some form of hazing or bullying during their career.
 - In a 2018, NFPA conducted a study that found **27%** of African American firefighters and EMS personnel experienced some form of workplace discrimination, including racial discrimination.
- The Journal of Workplace Behavioral Health published a study in 2019 that found 64% of female firefighters experienced sexual harassment at some point in their career.