

From: [Julie Mau](#)
To: [Carroll, John \(BOS\)](#); [Safai, Ahsha \(BOS\)](#)
Cc: [Adrienne Sims](#); [Shon Buford](#); [Heather Buren](#)
Subject: July 30, 2020 Agenda Item 1 - SFFD United Fire Service Women Public Comment
Date: Wednesday, July 29, 2020 10:38:31 PM
Attachments: [06_01_2020 SFFD By Race.pdf](#)
[06_01_2012 SFFD By Race \(1\) \(1\).pdf](#)
[Current Stats to SFFD Jun 2020.pdf](#)
[UFSW to SF BOS recruitment 7-29-20.pdf](#)

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Supervisor Safai and Mr. Carroll,

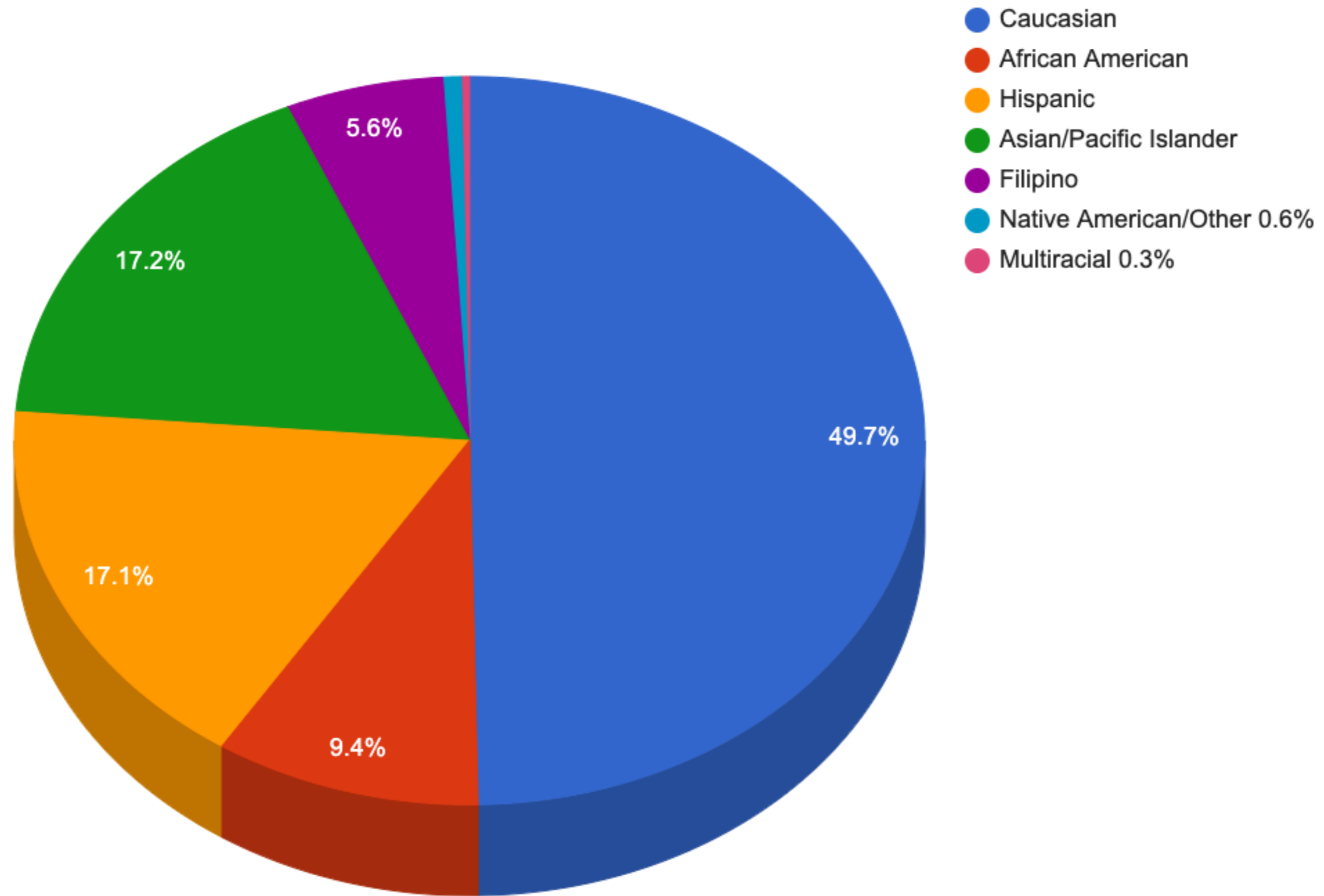
Please include our public comment from the SFFD United Fire Service Women on Agenda Item 1, Current Hiring and Recruitment Process for First Responders. The letter is attached. Other attachments include numbers by race for SFFD for 2012 and 2020, and National Testing Network applicants for SFFD by race (information provided by SFFD Human Resources).

I will also attempt to call in tomorrow for public comment during the meeting if I am able to.

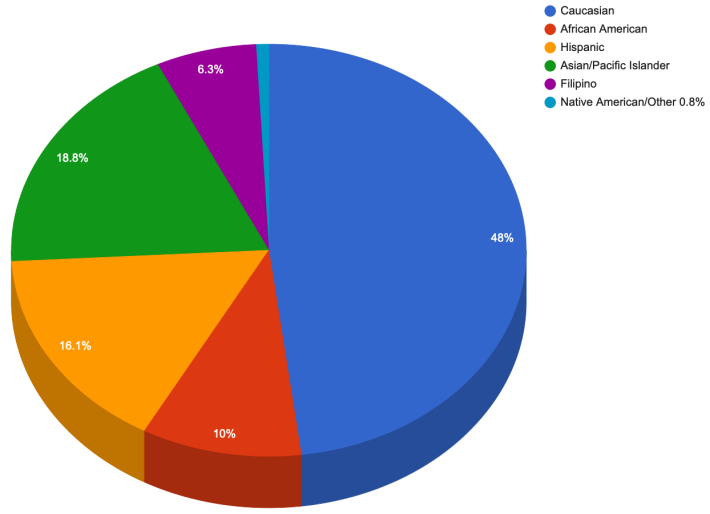
Thank you again.

Julie Mau
President, United Fire Service Women

06/01/2020 SFFD By Race



06/01/2012 SFFD By Race



SUMMARY OF THE H-2 FIREFIGHTER SELECTION PROCESS (as of 6/30/2019)

APPLICANTS

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		HI / PAC ISL		AMER INDIAN		MULTI RACIAL		TOTALS			GRAND
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Und (1)	TOTAL
TOTAL	7485	643	1712	263	3765	300	1506	128	622	48	4	1	203	27	10	1	15307	1411	1829	18547
	40.4%	3.5%	9.2%	1.4%	20.3%	1.6%	8.1%	0.7%	3.4%	0.3%	0.0%	0.0%	1.1%	0.1%	0.1%	0.0%	82.5%	7.6%	9.9%	100.0%
QUALIFIED	7436	636	1699	257	3761	278	1493	126	616	48	4	1	200	27	10	1	15219	1374	1809	18402
	99.3%	98.9%	99.2%	97.7%	99.9%	92.7%	99.1%	98.4%	99.0%	100.0%	100.0%	100.0%	98.5%	100.0%	100.0%	100.0%	99.4%	97.4%	98.9%	99.2%
REJECTED	49	7	13	6	4	22	13	2	6	0	0	0	3	0	0	0	88	37	20	145
	0.7%	1.1%	0.8%	2.3%	0.1%	7.3%	0.9%	1.6%	1.0%	0.0%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.6%	2.6%	1.1%	0.8%

TEST PARTICIPANTS

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		HI / PAC ISL		AMER INDIAN		MULTI RACIAL		TOTALS			GRAND
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Und (1)	TOTAL
	4458	354	624	59	2162	126	786	61	327	19	2	1	113	14	3	0	8475	634	1008	10117
	44.1%	3.5%	6.2%	0.6%	21.4%	1.2%	7.8%	0.6%	3.2%	0.2%	0.0%	0.0%	1.1%	0.1%	0.0%	0.0%	83.8%	6.3%	10.0%	100%

EMT CERTIFICATION

	WHITE		BLACK		HISPANIC		ASIAN		FILIPINO		HI / PAC ISL		AMER INDIAN		MULTI RACIAL		TOTALS			GRAND
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Und (1)	TOTAL
	3388	244	349	38	1632	83	542	35	210	11	2	1	89	8	2	0	6214	420	761	7395
	45.8%	3.3%	4.7%	0.5%	22.1%	1.1%	7.3%	0.5%	2.8%	0.1%	0.0%	0.0%	1.2%	0.1%	0.0%	0.0%	84.0%	5.7%	10.3%	100%

NOTES:

- 1) Applicants who did not provide their race and/or gender information.
- 2) Ethnicity designations for Native Hawaiian/Pacific Islander and Multi-racial were added in May 2019.



July 29, 2020

TO: San Francisco Board of Supervisors
Attn: Supervisor Ahsha Safai, Supervisor Shamann Walton

FROM: Julie Mau
President, United Fire Service Women

RE: Public Comment For Agenda Item 1
Current Hiring and Recruitment Process for First Responders

The United Fire Service Women (UFSW) is an employee group of the San Francisco Fire Department, and is a 501c3 non-profit organization. Part of our mission is to ensure a diverse and unified department that represents the city we serve. We are committed to building and strengthening our department, and offer on-going classes and training opportunities to both men and women in our department.

The United Fire Service Women continues to participate in numerous recruitment and community activities, including hosting girls fire camps for Bay Area high school girls, school visits, safety fairs and other community events. We recently hosted a firefighter orientation night in June, a recruitment event via Zoom, focused mainly on women applicants. We had 72 participants, and helped to guide these potential candidates through the application process. Though SFFD has the highest percentage of women in any department nationwide, at 15% we are still a minority of the overall department and need to continue our efforts in recruiting diverse and capable applicants.

What we have found in our years of recruitment is this: you have to see yourself in the job. For me, as a woman of color, I didn't grow up thinking I could be a firefighter. I had to see other women and other people of color in the job, as firefighters, to see that I could be a firefighter. In order to address diversity, we need on-going opportunities for positive interactions with community members. Community outreach and events are also forms of recruitment. Our union SFFD Local 798 is proposing to boost our recruitment efforts by placing recruitment with community outreach under Fire Prevention (Division of Fire Prevention and Investigation). The United Fire Service Women supports this proposal. We also believe the current administration of the SFFD, led by Chief of Department Jeanine Nicholson, is committed to inclusion and diversity for our department.

Thank you for your time and attention in this matter.

Attachments: SFFD by race 2012 and 2020 charts, National Testing Network SFFD by race 2019