



San Francisco Fire Department

Recruitment & Hiring of
Diverse Candidates

Overview

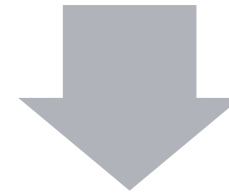
- Brief background of the SFFD Recruitment & Hiring (Last 30 years)
- Hiring Process
- Current Recruitment & Hiring Practices
- Current Resources
- Partnerships
- Future Vision

Court ordered
Consent Decree

1988

83% White males

0% Women



2020

White 49.97% Asian 17.39%

Black 9.22%

Hispanic 16.84% Filipino 5.63%

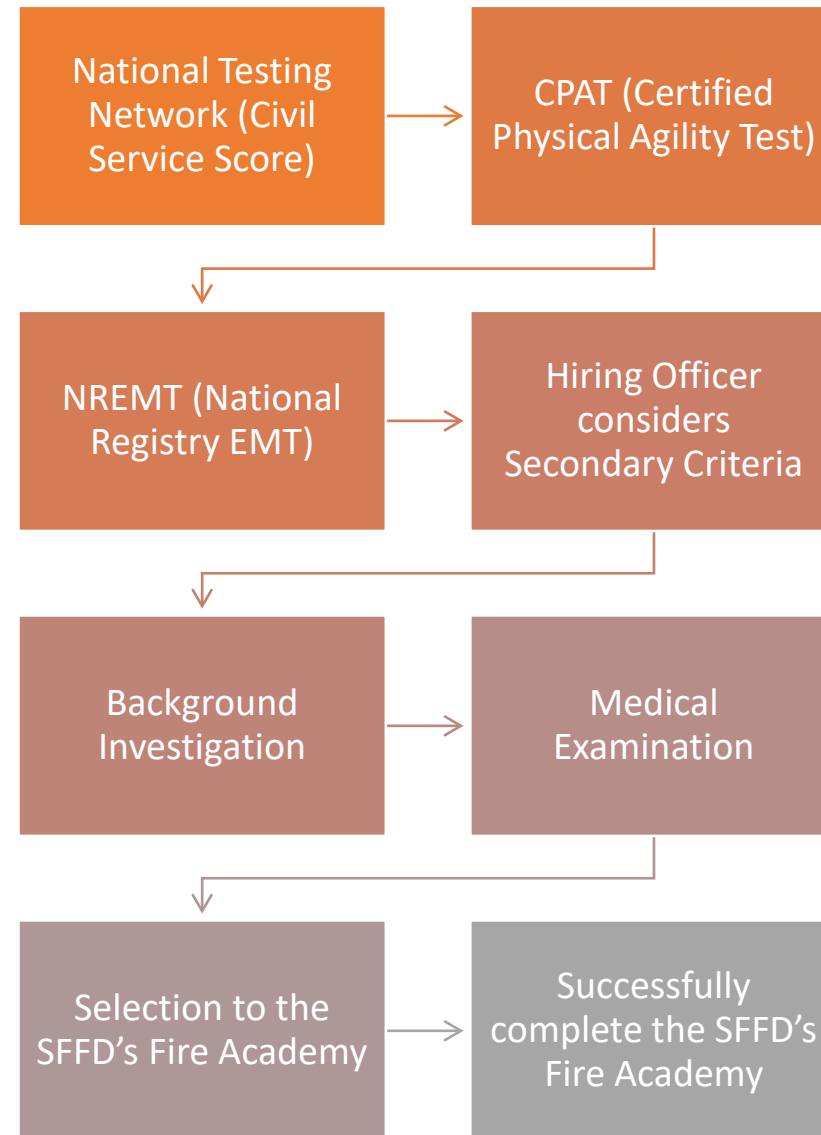
Women 16.34%

The current SFFD diversity landscape

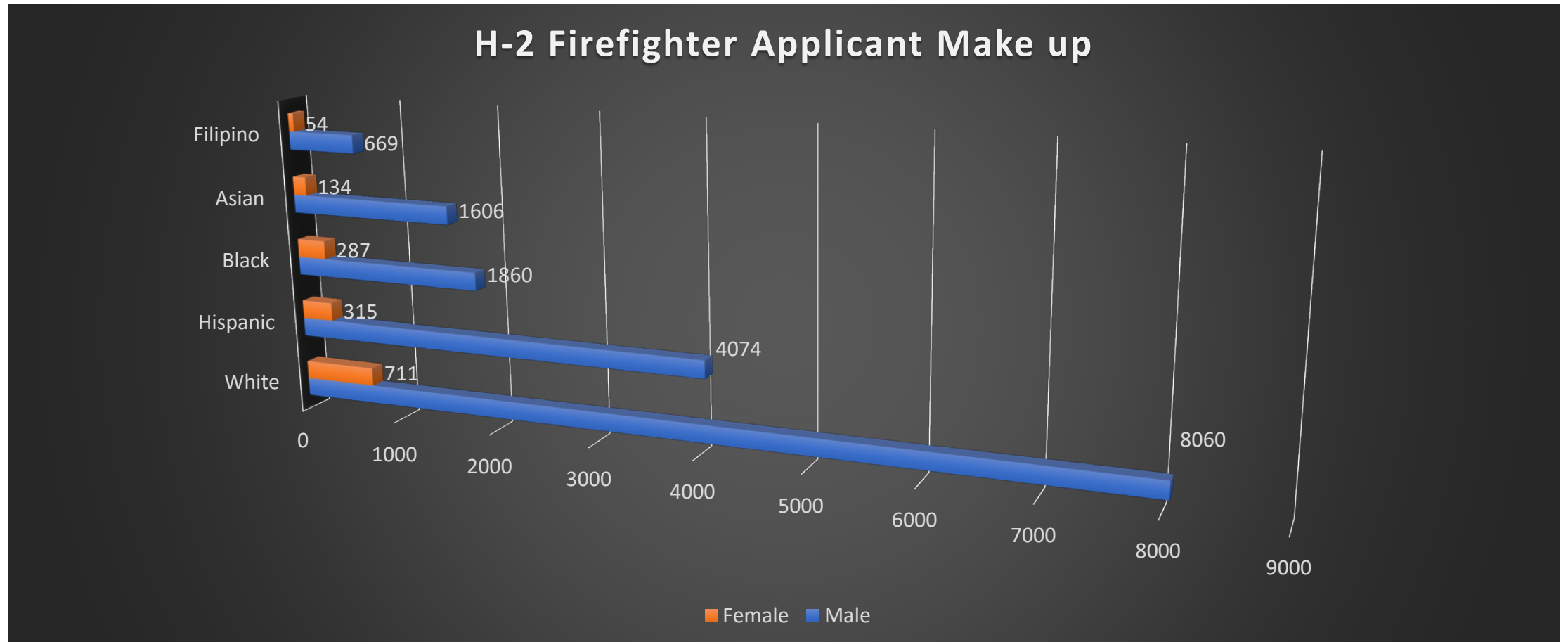
“The SFFD is one of the top five departments in the nation when it comes to diversity” (U.S. Department of Labor 2016)

February 2020, SFFD was the study of a Santa Clara grand jury regarding its recruitment success of women

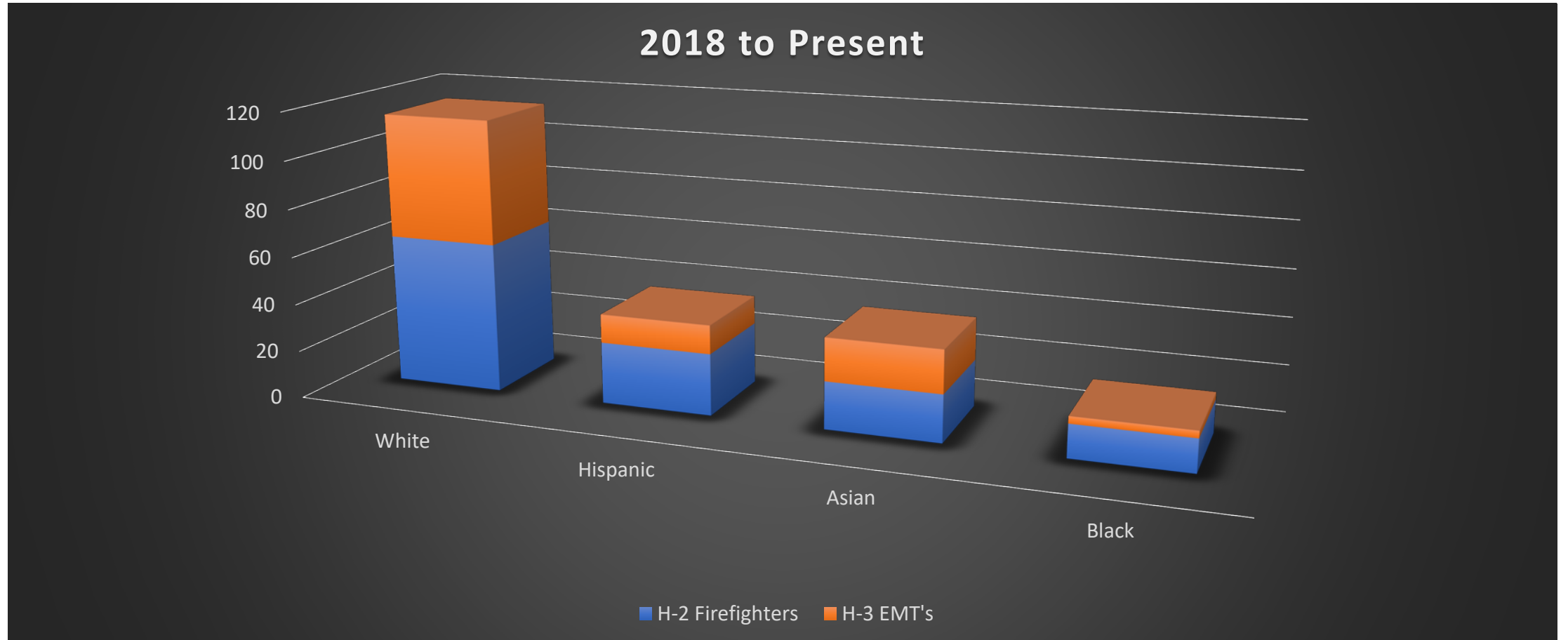
Hiring Process



Who is applying to become a SFFD Firefighter?



Hiring of SFFD entry level H-2 & H-3



Current Practices & Components



Recruitment Coordinator



C.O.R.E Committee



Web & Social Media

Recruitment Coordinator responsibilities

Implement, Devise and Develop

- Recruitment methods
- Recruitment strategies
- Outreach methods

Community, Outreach, Recruitment, & Education

Committee



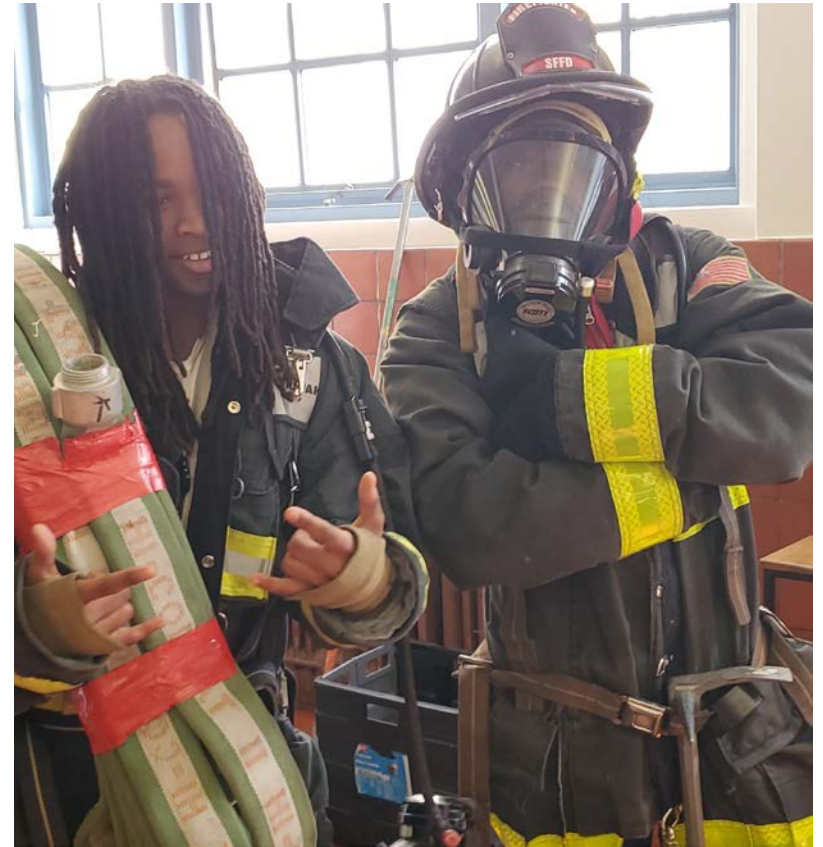
Provides recruitment footprint through education



Develops and fosters relevant partnerships in communities



Attends significant cultural events and provides career information

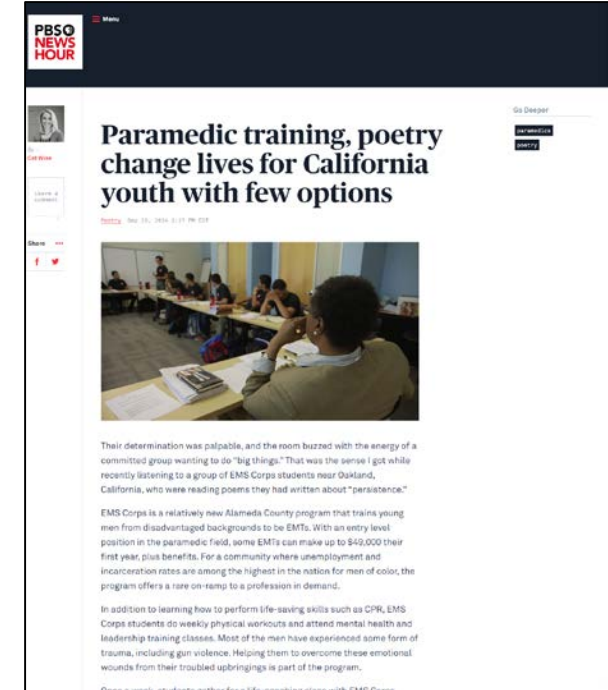


- The Pathways program
Exposes high schools' students to opportunities and avenues via Fire and EMS curriculum
Future vision: Having the students prepare to take the NREMT
Two semester credits for Fire Science programs (CCSF)

Current Pipeline Development

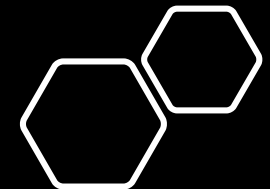
Build an EMT program at Mission High School that is designed to provide National Registry to graduating students as EMTs and establish job placement with local EMS providers. SFUSD CTE has secured the funding, and CCSF has identified the instructor

Establish a fire prevention and education program for 6 - 12th grade students within the SFUSD using Mission High Fire/EMS students to build content and facilitate training. This program will pick up where the AARBF leaves off. The AARBF is designed for K - 5 students.



Future Partnerships: EMSCORPS

- Stipend
- Trauma Counseling
- Life Coach
- EMS Corps has served over 200 young men. 85% of graduates that took the NREMT passed and are EMT certified. This rate is higher than the current national average pass rate.
- Two graduates are currently with the SFFD
- Needs funding –Fall Cohort
- Women cohorts as well



Department Initiatives



Established the Mission High FIRE and EMS High school program



Continue to conduct career information sessions to provide the most updated information on the application process to potential applicants



Provide and attend various Recruitment fairs throughout the City of San Francisco and greater Bay Area



Work with groups such as Failing Forward to encourage at risk youth to consider public safety careers



Established City College Intern Program at Headquarters with Public Educations, Recruitment, and the PIO.



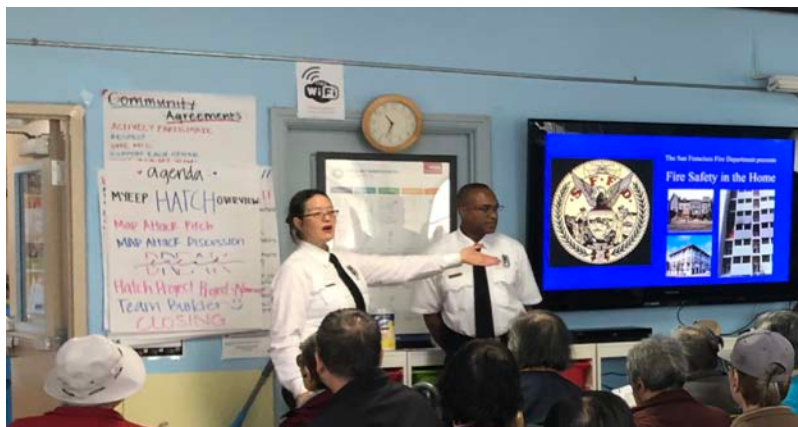
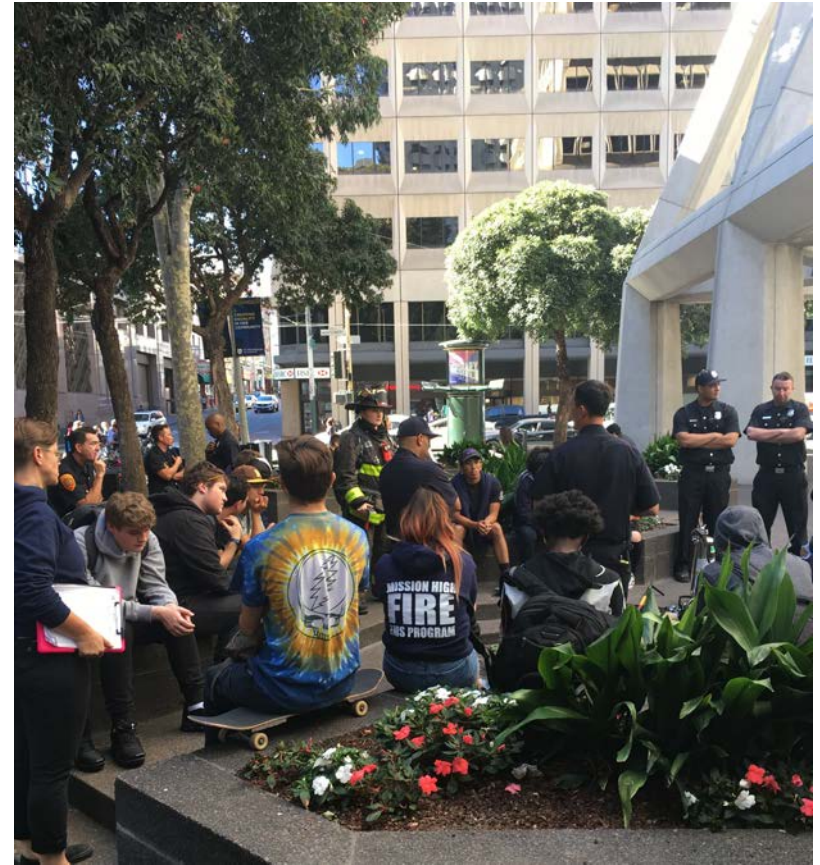
Established an Intern program with Opportunities for all at the San Francisco Fire Department



Produced recruitment videos with the assistance of the Academy of ART reflecting the diverse Department and community we work in and serve.



Attend all Northern California Cal-JAC Recruitment Fairs to educate applicants already in the process of becoming firefighters about our agency.



C.O.R.E. Committee

SFFD & Office of Racial Equity focus on diversity

February 2020, the SFFD appointed its 1st Racial Equity Officer

Focus various components of recruitment in matters of diversity

Assist in developing long term strategies of recruitment, hiring, and promotion

Direct efforts of the (REAC)



Racial Equity Advisory Committee (REAC)

Reassess current recruitment & hiring practices & make recommendations

Selected members of the department work as Racial Equity Leaders in connection with the Office of Racial Equity

Create a "Racial Equity Action Plan" to provide guidance in areas of recruitment, hiring & promotion

Current Partnerships

Affinity groups or Employee groups

- SFFD member groups based on related issues including race, gender, etc...

City College of San Francisco Fire Academy

- Local independently organized Fire & EMS preparation courses at a College level

SFUSD “Pathways” Program

- Local independently organized Fire & EMS preparation courses at a High School level

Fire Reserves

- An auxiliary fire supportive organization, instituted in 1941

Opportunities for All

- Summer intern program managed by the Humans Rights Commission

Future Vision

- The SFFD looks to develop a comprehensive recruitment, hiring, and advancement strategy that will encompass diversity at every level of the process
- Developing internal professional development leadership process
- Identify and secure funding
- Work with the REAC to develop strategies to better address diversity
- Hiring process has been changed to incorporate diversity (interview panels)
- Continue to create and expand the future pipeline

Closing remarks?

