

Your  
Seattle  
Fire Department

**MEMORANDUM**



DATE: September 17, 2012

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

---

FROM: Gregory M. Dean, Fire Chief

---

SUBJECT: Fire Department presentation on RSJI Three Year and 2012 Work Plan

I look forward to sharing the Fire Department's Race and Social Justice Work Plan with your committee on September 19. Race and Social Justice Initiative Project Lead Travis Taylor and SFD Change Team co-leads, Lieutenant Brian Boulay and Firefighter Melissa Woolsey, will be joining me for the presentation. I am encouraged that the City Council continues to make the RSJI a focus and priority. Working toward true racial equity in our City will require our continued collaboration and commitment.

Our presentation will highlight major RSJI goals through 2014, as well as more specific activities and accomplishments, goals, and challenges in 2012.

The Department's three year RSJI Work plan includes, among other outcomes, far reaching goals to foster increased and enhanced relationships with communities of color and visibly improve the Departments' reflection, internally and externally, of those communities; to continue to develop and improve internal mechanisms to enhance the cultural competency of Department employees; and to provide culturally appropriate services to those we serve.

The Department has utilized the RSJI Budget and Policy Filter Toolkit and will continue to strive in all programs and services to benefit from the application of the new Racial Equity Toolkit. For example, in the initial develop of the Department's first ever Strategic Plan, to be finalized in the coming months, the strategic planning committee included a member of the Department's RSJI Change Team. The RSJI Budget and Policy Filter toolkit was also used when reviewing drafts of the Plan and the Racial Equity Toolkit will be used in the implementation stage. The SFD RSJI Work plan will supplement and support the Department's Strategic Plan and ongoing efforts to eliminate racial inequity.

Attached is a summary of some of the outreach and public engagement activities of the Department in the first half of 2012, which includes important work in providing culturally relevant Fire Safety information within the Community Fire Safety Advocate program as well as immigrant and refugee access to services by Public Education staff. Due to limited time, we won't be able to cover the entirety of the 2012 SFD RSJI Work plan in detail, but will highlight achievements of which we are particularly proud in addition to major goals and challenges for the remainder of the year.

- The Department continues to build on the successes of the Community Fire Safety Advocate (CFSA) program in 2012, by training 5 new CFSA's who speak Vietnamese, Chinese, Cambodian, and Lao with capacity-building skills and knowledge in fire safety and prevention.
- The seven East African CFSA's who were initially trained in 2011 continued their outreach to the Somali, Tigrinya, Amharic, and Oromo-speaking communities.
- Over 1,210 community members and families of color were reached with culturally relevant fire safety information.
- Community Fire Safety Advocates conducted 115 hours of outreach activity between January and June 2012.
- The Department replaced the Captain of Recruitment position, which was abrogated with a cadre of diverse Operations personnel specifically trained to deliver outreach and targeted recruitment activities to diversify the Department's applicant pool.
- The Department's Human Resources Division recently participated in Diversity recruitment training which, in addition to providing strategies for recruitment of candidates of color, also resulted in additional partnerships the Department will utilize for future improvements in the recruitment of applicants of color.
- Partnerships have been established with Tabor 100, Northwest Minority Supplier Development Council, Seattle Chamber of Commerce, Multicultural and Business Development, African American Business Directory, and the NAACP to enhance communities of color representation on boards and commissions overseen by the Department, such as the Fire Code Advisory Board.
- The Department has assigned an RSJI Core Team IV member to the Lieutenant Promotional Development Committee, overseen by the Personnel Division, to assist in the review of current material and recommended additional bibliography material using a Racial Equity lens.
- The Department is in the process of developing training curricula related to RSJI core competencies that will be recommended to be added to Station libraries.
- Operations personnel attend meetings on an overtime basis because we are unable to hold meetings while all members are on shift, due to our four platoon shift schedule. Meetings held in furtherance of the RSJI have been scaled back again this year due to budget cuts. Meeting costs the Department overtime on average of \$1,200 per meeting.
- Three WMBE vendors the Department closed their doors in 2012 and coupled with continued challenges finding vendors that can supply Department equipment in the quantities or to standards required in Firefighting continue to challenge the Department's ability to meet WMBE goals. At the end of the second quarter, the Department's total WMBE percent was 13.4%. Outreach activities will continue to assist in the identification of WMBE vendors and consultants for future work.
- 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.

I look forward to sharing our work and strategizing with the Committee about how we can collectively work for racial equity in the future.

Cc: SOCR – Julie Nelson, Glenn Harris and Jacque Larrainzar