

IAFC Human Relations Committee

2015-2017

Strategic Direction Plan

Mission Statement	The mission of the International Association of Fire Chiefs Human Relations Committee is to provide information on how to create, adopt, and implement a sequence of proceedings on interpersonal and intergroup adjustments relative to diversity to the members of the IAFC so they can create, and implement a Value Centered Human Relations Approach program within their own fire department.
Vision Statement	Diversity and Inclusion is Universal!



Human Dignity Statement

The IAFC faces many new challenges as we continue to provide leadership to a fire and emergency service that is ever evolving and in an environment where technology and the demographic composition of our society and workforces are changing at unparalleled rates. Our greatest resources for meeting the challenges of change are the members of the IAFC and their respective organizations who respond daily in operational and support roles to carry out their organizations' missions.

As an organization, we must take positive steps to ensure human dignity by avoiding any remaining vestiges of discrimination or unequal treatment including, but not limited to, a basis on race, color, spirituality, gender, age, national origin, ancestry, socio-economic backgrounds, sexual orientation, gender expression, gender identity, ethnicity, marital status, or any legally protected characteristic. To allow such discrimination or unequal treatment, whether active or passive, weakens our abilities to respond to our varied customer bases.

The IAFC will lead by example to ensure an equal opportunity and fair treatment for all. Further, the IAFC strongly recommends that all fire and emergency services organizations/agencies develop written policies and have procedures in place to support these position recommendations. Included in these policies should be a statement reinforcing a zero tolerance posture for acts of deliberate and/or intentional discrimination.

It is important to maintain a fire and emergency service where each of us is morally committed to ensuring equality of opportunity and inclusivity for every individual. We all assume a personal responsibility for assuring that our responsibility transcends throughout our fire service. We must practice inclusive behaviors and we must educate others regarding the benefits and wisdom of inclusive behaviors while carrying out our missions.

The words we speak and write play a significant role in creating the reality of an inclusive work environment. With an increasingly diverse workforce, the IAFC recognizes the need for inclusive language in written fire department policies and communications, as well as in daily fire department verbal communications. The IAFC has an Inclusive Language Guidance document available to assist.

**Submitted by the IAFC Human Relations Committee
Approved by IAFC Board of Directors on October 10, 2013**



Goal One: Fiscal Plan

The Human Relations Committee's continuous efforts to integrate its Human-Dignity Statement centered approach throughout the IAFC organization is steadily increasing, promulgating new ideas within the fire service on how to best meet the needs of its members and citizens. However, unless we can create a fiscal plan to fully support members of the HRC to attend conferences and events to learn about best practices, policy development and program development we will not be able to understand the true meaning of these responses.

Strategy: By August of 2015, the Human Relations Committee (HRC) will foster new working relationships with IAFC officers, staff, and affiliates on creating a fiscal plan.

Outcomes

- Set up a Fiscal Working Group to create a budget for meeting the needs of the HRC Strategic Direction.
- Work with IAFC officers and staff to identify processes in place that the HRC can explore for funding opportunities.
- Work with IAFC officers and staff to create a proposal to identify which grants and funding sources the HRC can apply for funding opportunities.

Program: Fiscal Plan Development Program

Purpose Statement: The purpose of the **Fiscal Plan Development Program** is to provide information to the members of the Human Relations Committee and IAFC officers on a Fiscal Plan for program development so they can make informed decisions on how to proceed in fulfilling fiscal requests for additional monies for HRC programs.

Result Measure: Percent (%) increase in the dollar amount of revenue received for program development.

Output: Number of fiscal requests **fulfilled** for program development

Demand: Number of Fiscal requests **anticipated** for program development.

Cost: Average cost for each fiscal request.



Goal Two: Diversity Development

The immigrant and minority population in the United States is steadily rising, triggering community awareness of language barriers, customs, rituals, and practices of our new families. In order for the fire service to meet these new needs in a timely manner and integrate everyone into our ongoing fire safety programs as well as provide job opportunities, the fire service has to create and implement a comprehensive diversity program that teaches our first responders about customs, rituals, practices, and health concerns of our new families. Otherwise, the fire service will not be able to avert controversy arising from inability to meet community needs and hiring practices from the citizens and visitors we serve.

Strategy: By August of 2016, the Human Relations Committee (HRC) will provide a program to the members of the IAFC on Diversity and Inclusion in the fire service.

Outcomes:

- Set up a Diversity/Inclusion Program Development Working Group.
- Create a process by using the United States Census whereby IAFC members can identify the various cultures in their communities.
- Create a Training Package for IAFC members so they can train and professionally develop their personnel on the various cultures within their community.

Program: Diversity Development Program

Purpose Statement: The purpose of the **Diversity Development Program** is to provide information to the Members of the Fire Service on the various cultures, customs and practices our new immigrant families bring with them from their country of origin so they can work together in creating fire prevention and health programs that teach established fire prevention and health practices as well as create opportunities to serve as a firefighter and/or first responder in their community.



- Result Measure:** Percent of fire departments who request information on how to create a diversity program in their department.
- Output:** Number of fire departments who receive information on diversity programs.
- Demand:** Number of fire departments who request information on diversity programs.
- Cost:** Cost to create one diversity program



Goal Three: Demographics Program

Due to the vast numbers of fire departments in the United States and due to the constant change in personnel as a result of attrition, the fire service in general does not have actual demographics of the members of the fire service thereby resulting in members and citizens alike making speculations and assumptions of the fire service efforts to mirror its communities.

Strategy: By August of 2017 the Human Relations Committee (HRC) will work with the United States Fire Administration, the IAFC, State Fire Marshalls and the National Volunteer Fire Council on how to identify the true demographics of the fire service.

Outcomes:

- Set up a Demographics Working Group.
- Work with the USFA, IAFC, NVFC, and State Fire Marshals from each state on how to best formulate a plan to create a database that provides information on the demographics of the fire service.
- Present a complete plan on what has been learned at the FRI 2017 show

Program: Demographics Program

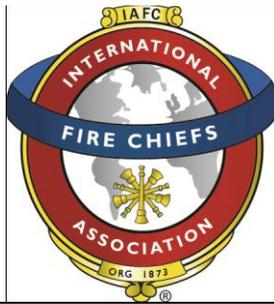
Purpose Statement: The purpose of the **Demographics Program** is to provide information to the IAFC on current demographics of the fire service so they can make informed decisions and create opportunities on how fire departments can improve service within their communities.

Result Measure: Percent of fire departments that provide demographic information on their department.

Output: Number of requests sent

Demand: Number of requests needed to be sent

Cost: Cost per request



Goal Four: Professional Development

The lack of professionally developed and trained fire service personnel on racism, sexism, classism, homophobia, transphobia and inclusion can result in inadequate service delivery to our citizens and compromise the safety of our citizen and first responder.

Strategy: By August of 2017 the Human Relations Committee (HRC) will develop a program that teaches members of the fire service about racism, sexism, classism, homophobia, transphobia and inclusion and the impact it can have on service delivery if fire service personnel are not properly trained as evidence by:

Outcomes:

- Set up at Inclusion Working Group.
- Work with the United States Fire Administration and IAFC officers and staff and affiliate groups to formulate a plan on how to create a program that teaches members of the fire service on inclusion.
- Present a program on how to best teach Inclusion in the Fire Service at FRI 2017.

Program: Professional Development Program

Purpose Statement: The purpose of the **Professional Development Program** is to provide information to the fire service on racism, sexism, classism, homophobia, transphobia, and inclusion so they can make informed decisions when addressing these issues in their departments.

Result Measure: Percent of Fire Departments that request information on professional development

Output: Number of fire departments that receive information on professional development

Demand: Number of fire departments that request information on professional development

Cost: Cost to provide one program

