



From the Chief of the Baltimore City Fire Department

Diversity, Equity & Inclusion Defined



The Baltimore City Fire Department, established in 1859, is one of the oldest fire services in the nation. While it has a long and storied history of bravery and service, it was a white male organization for nearly 100 years until the first Black recruits joined the department in 1953. It remained an all-male organization until the first female paramedic joined the department in 1978 and another nine years after that until a female firefighter joined the ranks.

While we know the role that race and gender play in creating a diverse work-force, we also recognize the need to be welcoming to the members of the LGBTQ community. We are also committed to offering opportunities to Baltimore City residents. While we have grown more diverse over time, we still have continued work to do to make our department more inclusive as well as more reflective of society at large and the community we serve.

Mayor Scott has instructed all agencies to examine themselves and the services they provide through an equity lens. In light of this directive, we are establishing a Blueprint for Diversity, Equity, and Inclusion for the Baltimore City Fire Department. The guiding principles of this document will provide a framework for how we diversify the department, improve working conditions for all members, and provide even better service to the community. The core tenets of the Blueprint are as follows: **Policy Analysis and Review, Data Collection and Evaluation, Recruitment and Retention, Education and Training, and Community Engagement and Involvement.**

The Baltimore City Fire Department recognizes the challenges that come with change, especially to culture. Baltimore City is filled with opportunity and people who are resilient. We look forward to working with our members and the community at large on creating a department that enables both to thrive.



POLICY ANALYSIS & REVIEW

01

DEVELOPMENT OF A ROBUST AND DIVERSE EQUITY COMMITTEE WITHIN THE DEPARTMENT TO EXAMINE AND ADVISE ON POLICIES, PRACTICES, AND PROCEDURES.

02

REVIEW OF AGENCY POLICIES RELATED TO DISCRIMINATION, HARASSMENT, AND WORKPLACE VIOLENCE TO ENSURE THAT THEY ARE COMPREHENSIVE, CLEAR, AND IN COMPLIANCE WITH GOVERNING FEDERAL, STATE, AND LOCAL LAW.

03

DEVELOPMENT OF LGBTQ AND PREGNANCY RELATED POLICIES TO ADDRESS THE SPECIFIC NEEDS OF THOSE COMMUNITIES.

POLICY ANALYSIS & REVIEW



04 ANALYSIS OF STATION ASSIGNMENTS AND PROMOTIONAL PRACTICES TO FOSTER DIVERSITY, EQUITY AND INCLUSION.

05 EXAMINATION OF OUR EEO PROCESS TO ENSURE FAIR AND EQUITABLE OUTCOMES FOR EMPLOYEES.

06 REVIEW OF OUR PUBLIC FACING POLICIES TO ENSURE FAIRNESS IN THE DELIVERY OF SERVICE.

Data Collection and Evaluation

1

Tracking the number, type, and location of recruiting events in Baltimore City that the Department sponsors or participates in.

2

Collect demographic data, including race, gender, and City residential status on all applicants to the department at each stage of the pre-employment screening process.

3

Maintain demographic data on employees by division, including race, gender, and City residential status.

4

Develop a database with the human resources division to track EEO specific disciplinary complaints.

5

Track demographic breakdown of testing and promotion, disaggregated by race and gender.

6

Maintain and expand our current database of community contacts to better evaluate efficacy of outreach efforts, as well as tracking the number and location of community-based meetings attended by the Department.

Recruitment and Retention

01

Continue to engage neighborhood organizations and community members in the hiring process to enhance diversity of recruit classes and to highlight the importance of inclusivity and community partnerships.

02

Maintain a mobile recruitment team outfitted with laptop computers in order to reach communities that may not have access to internet.

03

Work with partners to establish a more robust apprenticeship program to engage Baltimore City high school students and enhance the access to the BCFD employment pathway for more Baltimore City residents.

Recruitment and Retention

04

Establish an LGBTQ committee and continue to work with the Vulcan Blazers (Baltimore's Chapter of the International Association of Black Professional Fire Fighters) and Phoenix (BCFD's Women in Fire organization) to provide mentorship to amplify efforts to retain a diverse workforce and to ensure more inclusivity.

05

Continue modifications to worksites, uniforms and gear to ensure an inclusive environment for a diverse workforce.

06

Track and publicly report on an annual basis all steps taken to improve equity in the pre-employment screening process and reduce barriers for entry level sworn positions.

Recruitment and Retention

07

Implement a training/mentoring program for the Physical Agility Test (PAT), the passage of which is a precondition of hire and has historically been a barrier for women applicants.

08

Establish mentoring groups to help retain and promote more women and minorities within the Department.



Education and Training



1 Provide on-going training for all members of the department on the fundamental principles of diversity, equity and inclusion, including enhanced training for departmental officers.

2 Educate all members on LGBTQ issues, particularly focused on respectful interactions with the transgender community.

3 Develop a training program focused on sexual harassment and workplace violence.

4 Create operational manuals for Lieutenants, Captains, and Battalion Chiefs to assist in better promotional opportunities and preparation for all members, but especially women and minorities.

5 Training for all BCFD personnel on the use of the Language Line resource for interpretation services for non-English speakers.

Community Engagement and Involvement

- 01 Designating Firehouses as safe places for individuals who feel they have been victims of anti-LGBTQ crimes.
- 02 Continuing smoke alarm/safety sweep outreach, education and installation program. Track and monitor program to ensure equity in home visits.
- 03 Partnering with local health institutions to educate and promote alternatives to emergency room visits through programs such as Mobile Integrated Health and Community Paramedicine.
- 04 Piloting a community risk reduction program developed through an equity lens.

