
GENDER ANALYSIS OF WOMEN IN NONTRADITIONAL OCCUPATIONS: PUBLIC SAFETY SAN FRANCISCO CITY WORKFORCE

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City Hall, Room 416

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CEDAW GENDER ANALYSIS



- CEDAW Ordinance
 - *“The City shall not discriminate against women in areas including employment practices, allocation of funding and delivery of direct and indirect services.”*
- Mayor Edwin Lee’s City of the State Address 2015
- Past Fire Department gender analyses in 2011, 2014

2011 FINDINGS – GENDER ANALYSIS

Summary of report

- 50% drop in the number of female applicants for the fire exam in 2009 from 2001
- White, Black, Filipino, Amer Ind women had a higher passage rate than men
- No show from 65% of African-American women who signed up yet 81% of those took test passed
- Lack of accessibility to sign up for exam

2014 FINDINGS – GENDER ANALYSIS

Summary of report

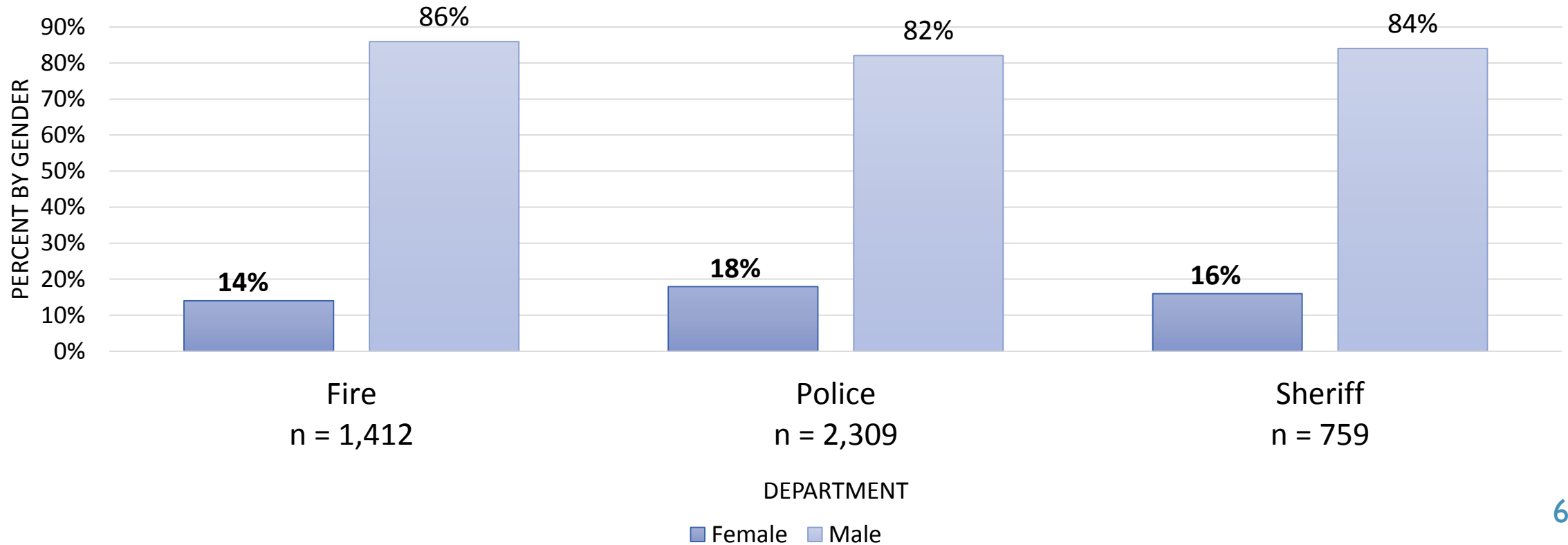
- Fire exam made available to take online
- Expanded recruitment efforts
- Worked closely with Police Department on domestic violence issues
- Instituted paid family leave
- Expanded inclusion of transgender firefighters

2016 DATA COLLECTION – GENDER ANALYSIS

- City Workforce Demographic Reports – Department of Human Resources
- Labor market utilization rate
- Individual interviews measuring recruitment and retention
 - Number of women firefighters interviewed in-person: 4

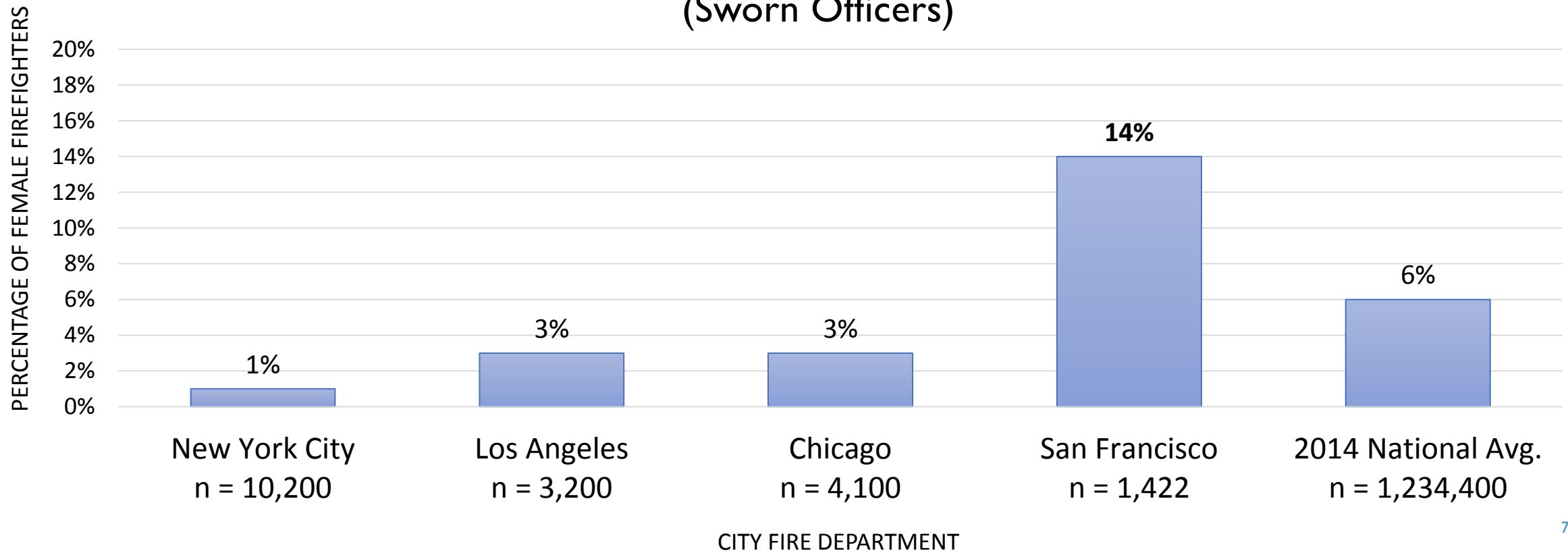
2016 FINDINGS – PUBLIC SAFETY

Selected Public Safety Departments by Gender, 2015 (Selected Job Types, n>10)



2016 – COMPARISON OF LARGE URBAN FIRE DEPARTMENTS

Percentage of Female Firefighters in Large Fire Departments, 2015 (Sworn Officers)



2016 FINDINGS – GENDER ANALYSIS

Beginnings

- Hostile
- Traditional Boys' Club
- Rare to have women on same shift
- Hardly any female training officers

Findings from interviews

- Gender-responsive workplace
- Separate changing rooms and cubicles
- Stronger female visibility
- Women cadets are seen as equals

2016 FINDINGS – GENDER ANALYSIS

Challenges

- Recruitment – small candidate pipeline
- Difficulty in passing the physical ability test
- Some gender discrimination still

2016 FINDINGS – GENDER ANALYSIS

Recommendations

- Strategic recruiting
- Cultural change
- Internal diversity training
- Odd hour childcare service



Photo: United Fire Service Women, 2015