



Diversity, Equity, and Inclusion

Fire Commission Presentation
March 22, 2023

Shon Buford Assistant Deputy Chief

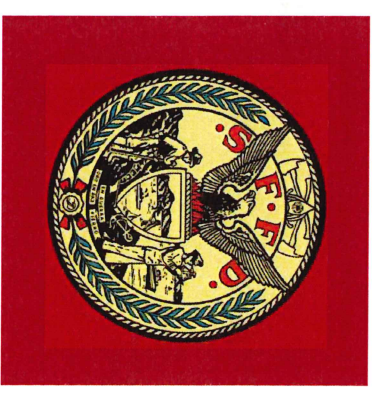
Julie Mau A/Battalion Chief

2023 Goals and Objectives for the Office of Diversity Equity and Inclusion



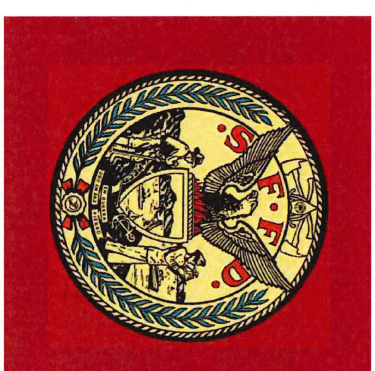
- Identify and meet with various stakeholders to gain a better understanding of the needs of the community, and work towards providing more equitable access to our entry level positions
- Identify strengths and weaknesses within or current system, and work towards total compliance with City Ordinance 188-19
- Reconvene the Racial Equity Advisory Committee (REAC)
- Develop an Educational and Communication Plan for the current and future workforce
- Explore collaborative partnerships with entities like City EMT, Higher Education Institutions, Workforce and Development, King America, AMR, and SFUSD to bring equitable opportunities to traditionally underserved communities

Accomplishments, Current Programs, Progress Report



- Focused Attention:
 - Define and target outreach efforts
 - Recruitment is intended for potential eligible workforce who meet and/or exceed the minimum qualifications to be hired
 - Member services
- Our Strategy is to:
 - Collaborate with key stakeholders in community organizations, public and private industry, and City Hall
 - Develop an educational and teambuilding program that promotes a safe and inclusive work environment
 - Use a holistic approach to retain and support our membership throughout their careers
 - Provide more transparency by developing a Career Track Guide that is accessible and achievable by all
- Programs
 - City EMT, 9910 Interns, FLAME, SFFD Community Education
 - Celebrate diversity within our Department
 - Monthly acknowledgements and/or video PSA.

DEI Office Hiring Process



- Structure and Consistency for Hiring Process
 - Hiring cycles and calendars
 - Calendar listed on website
 - Social media postings for deadlines
- H2 and H3 Job Announcements
- Candidate Tracking System



SF | Careers

Firefighter-San Francisco Fire Department (H002)

Full-time
Exam Type: Continuous
Eligible List Type: Entrance
Certification Rule: Rule of the List
Fill Type: Permanent Civil Service
Job Code and Title: H002-Firefighter

I'm interested



SF | Careers

EMT/Paramedic-San Francisco Fire Department (H003)

• 698 2nd St, San Francisco, CA 94107, USA

• Full-time

Company Description

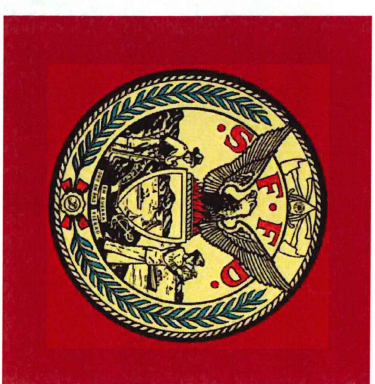
Application Opening: Continuous
Compensation Range: \$81,146-\$137,306
Recruitment ID: H003-904505

THIS IS A CITYWIDE EXAM

Established in 1866, the San Francisco Fire Department is rich in tradition and history. From the Great Earthquake and Fire of

Testing and Interviews

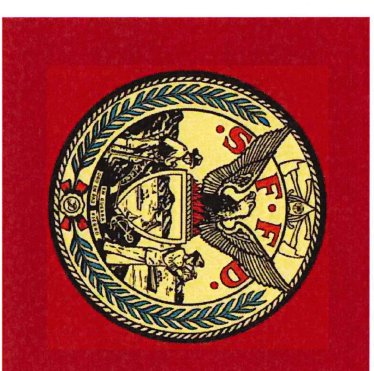
- H2 Interview Panels 5 Days 2/24 - 3/3
 - 351 total interviews, 403 scheduled
 - 130 in Chief's interviews
- H3 Test 3/2 and 3/7, three sessions
 - 170 took exam, 255 scheduled
- Upcoming H2 Testing
 - FCTC and NTN Hybrid, June 30



Cal-JAC and FCTC

- SFFD Host for FCTC Prep and Testing
 - Prep Session May 21
 - Test Session June 17

- Cal-JAC Partnership
 - EMT Academy Livermore-Pleasanton





Thank you.

Questions?