

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

Diversity Initiative: Project Description



One Union. Fully Involved.

Harold A. Schaitberger
General President

Vincent J. Bollon
General Secretary-Treasurer

Background

Under the direction of General President Schaitberger, the IAFF is currently working on completing two initiatives (IAFF/NIEHS and IAFF/IAFC). These initiatives will assist us in continuing to build a strong, fully involved union. The following is a brief description of each initiative:

- IAFF/NIEHS* The IAFF has secured funding for a diversity initiative focused on recruiting and retaining women and minorities in the fire service.
- IAFF/IAFC* Starting in 2003, the IAFF and IAFC are working to develop a joint labor/management model diversity training policy for the fire service.

Objectives

The following combined objectives from both initiatives have been ranked in order of priority:

1. Establish a benchmark for recruitment, selection and retainment (RSR) practices.
2. Determine best practices in RSR and identify problem areas.
3. Disseminate information on RSR best practices.
4. Develop labor/management training policy on diversity.
5. Use training and performance initiatives to promote diversity.
6. Use technology to promote best practices in diversity.

Process:

To successfully accomplish the objectives described above, a request for proposal was developed seeking consultants with expertise in the area of diversity and evaluation. Several proposals were received and evaluated.

CWH Management Solutions in Englewood, Colorado was identified as the best-qualified candidate based on the following factors:

- Extensive knowledge of fire service RSR practices.
- Demonstrated experience in quantitative and qualitative evaluation.
- Time and cost estimate for work performance.

CWH Management Solutions is currently working with the IAFF on identifying local unions and fire departments that have a demonstrated record of best practices in the area of diversity RSR.

Performance Objective	IAFF/IAFC Diversity Initiative	IAFF/NIEHS Diversity Initiative
Labor/Management Diversity Training Policy	✓	
Compile and Disseminate Diversity Practices	✓	
Use Training and Performance Initiatives to Promote Diversity	✓	
Establish Benchmark for Recruitment and Retention		✓
Determine Best Practices After Reviewing Problem Areas		✓
Use Technology to Promote Best Practices		✓