



September 3, 2020

To: WSCFF Locals
From: Dennis J. Lawson, President
Subject: WSCFF Diversity Committee

Brothers and Sisters:

The delegates assembled at our 81st WSCFF Convention adopted *Resolution 20-05 – Diversity Hiring Practices*. The resolution instructs “...the WSCFF Executive Board to ask member locals to meet with their employers to examine their hiring practices to see if there are steps that can encourage diversity...” Your district representative will be working with you soon to fulfill this portion of the resolution.

The resolution also directs the President of the WSCFF to appoint a committee of five (5) members, two of which are identified by the resolution as the WSCFF Standing Public Relations Chair Bill Mack, and IAFF 7th District Vice President Ricky Walsh. The resolution further requires that the three remaining members be selected one each from a small, medium, and large local.

Utilizing the size definitions from previous practice, the following number of members will dictate which category a local will fall within – small: 3-50 members; medium: 51-150 members; and large: 151+ members. If a certain category does not have an applicant, the position will be filled by an applicant from another group if available.

This committee will be tasked as follows per the resolution: “...meet up to four times to study and make recommendations to reduce and eliminate barriers to the recruitment and hiring process for marginalized communities that can be utilized by affiliates in order to create a more diverse workforce representative of the communities we serve...”. The committee chair and IAFF DVP will present a report of the committee’s work at the 2021 IAFF/WSCFF Jointly Sponsored Educational Seminar.

Key to the success of this committee will be contributions from members who identify with communities that are underrepresented in our fire and EMS ranks. We strongly encourage applications from members who reflect the diversity of the communities you serve and have experience overcoming the barriers to hiring.

The process to select the committee members will be as follows:

- Interested members must submit a letter of interest or resume explaining why they should be appointed to this committee. Applicants should emphasize life experiences, work history, work and/or education in this area, and any pertinent experience, situations or skills that would make them an effective committee member.
- Each interested member must also submit a letter of support from their local president (or other officer if the president is the applicant) confirming the member is in good standing.

To be considered, letters must be received by October 2, 2020. The appointments will be made by Friday, October 16, 2020. Email submissions to wscff@wscff.org or mail to the WSCFF office, 1069 Adams Street SE, Olympia, WA 98501.

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