

2020 WSCFF Convention Resolution

1 SUBJECT: Encourage Diversity Hiring Practices
2 RESOLUTION #: 20-05
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5 WHEREAS: Civil rights and equality in the workplace are core elements woven into the fabric
6 of the labor movement from its inception--as Dr. Martin Luther King stated,
7 “Injustice anywhere is a threat to justice everywhere”; and
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9 WHEREAS: Years later we still find ourselves in a battle over this very topic; and
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11 WHEREAS: The labor movement must do a better job of promoting diversity and inclusion
12 within our memberships; and
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14 WHEREAS: We know that workforce diversity and inclusion will provide improved
15 understanding of those we work for, with, and around; and
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17 WHEREAS: The WSCFF Executive Board encourages member locals to establish
18 communication with their employers to look at ways their organizations can
19 encourage stronger diversity in their hiring practices; and
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21 WHEREAS: Our fire departments have established many different hiring practices and the
22 results of these practices many times do not reflect the diversity of the communities
23 we serve; and
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25 WHEREAS: The early screening of candidates puts them through a testing process that is
26 socially biased and financially prohibited; now therefore be it
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29 RESOLVED: That the WSCFF Executive Board ask member locals to meet with their employers
30 to examine their hiring practices to see if there are steps that can encourage
31 diversity and recruitment; and be it further
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33 RESOLVED: That some examples of these steps to encourage diversity and recruitment may be
34 but are not limited to:
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- 36 - Establish a diversity hiring committee of both labor and management
37 representatives.
- 38 - Examine the new hire testing process and look for ways to encourage diversity
39 within the process.
- 40 - Establish a recruitment team to actively seek ways to get into the community,
41 visit events like cultural and job fairs, speak at service clubs and educational
42 programs, and look for other way to encourage involvement.
- 43 - Look for ways to encourage equal opportunities to those who may not have
44 access or resources.
- 45 - Establish a fund or scholarship program that will give financial access to those
46 underrepresented in our communities; and be it further
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- 1 RESOLVED: That the WSCFF President appoint a five-member committee to meet up to four
 2 times to study and make recommendations to reduce and eliminate barriers to the
 3 recruitment and hiring process for marginalized communities that can be utilized by
 4 affiliates in order to create a more diverse workforce representative of the
 5 communities we serve made up of the WSCFF Standing PR Committee Chair, the
 6 IAFF 7th District Vice President, and one member each from a small, medium and
 7 large local; and be it further
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- 9 RESOLVED: That the committee chair and WSCFF Standing Public Relations Committee Chair
 10 present a report at the IAFF/WSCFF Jointly Sponsored Educational Seminar in
 11 2021; and be it further
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- 13 RESOLVED: That if the WSCFF is unable to hold convention and the educational seminar in
 14 2021 due to COVID-19 or other unforeseen circumstances, the report will be
 15 presented via direct local and online communications; and be it further
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- 17 RESOLVED: That this committee will be funded by the established WSCFF Standing PR
 18 Committee budget and sunset after the 2021 WSCFF Convention.
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 21 SUBMITTED BY: WSCFF Executive Board

Committee	Action Taken	Recommendation
Public Relations	Amended	Do Pass as Amended
Ways & Means	\$.14 per capita equivalent	
O&P	Amended	Do Pass as Amended
Floor	Adopted as Amended	

ASSIGNED DESIGNATION: