

[About Firefighter's ABC's](#)

With a passion for diversity and recruitment, Russell G. Hayden, CEO, founded **Firefighter's ABC's** in 1999. He brings 34 years of fire service experience that culminated with his retirement from San Jose Fire Department in CA.



His many years of service spanned a broad array of positions including Recruitment, Public Education, Public Information and Company Liaison Officer. He also spent three years as the Environmental Compliance Programs / Fire Safety Manager for a large private sector company in CA.

Through hundreds of conversations with fire departments nation-wide and Canada, **Firefighter's ABC's** observed a host of challenges that hinder the fulfillment of diversity recruitment goals within the fire service. Many fire departments proclaim that recruiting qualified candidates, from diverse backgrounds, is literally like finding the proverbial "Needle in a Haystack".

While some departments do a better job than others, the anecdotal evidence clearly indicates that the vast majority of programs are not sustained over time and are not comprehensive or broad enough in scope. This led Mr. Hayden to form the **Firefighter Diversity Recruitment Council** and to couple it with the **National Recruit Database**.

This "Power in Numbers" approach benefits from the collaboration of shared "Best Practices" and the budgetary efficiencies of sharing a much broader pool of diverse candidates.

[Firefighter Diversity Recruitment Council Membership](#)

[F.L.A.S.H. T.E.S.T. – Firefighter Learning and Support Help – Training Education Scholastic Tools](#)

[21st Century Diversity Recruitment Workshop – Brought to your agency](#)

[National Recruit Database for Firefighter](#)

[High School & College Support Information](#)

[Firefighter's ABC's Online Internship Program](#)

[Affiliate Member List and Sponsorships](#)

[Behind the CEO - Russell G. Hayden](#)

www.FirefightersABCs.com

Our sole mission is in support of Diversity in the Fire, EMT, Paramedic and Public Safety Field

The name “**Marathon**” comes from the legend of a Greek warrior/messenger.

The legend states that a Greek warrior was sent from the battlefield of Marathon to Athens to announce that the Persians had been defeated in the Battle of Marathon (in which he had just fought), which took place Circa - 490 BC.

It is said that he ran the entire distance of approximately 40 Kilometers (25 mi), which was the approximate distance originally used for the modern day marathon races.

It is said he did this without stopping and burst into the assembly, exclaiming (We have won), before collapsing and dying.

I continue to run the “**Diversity Marathon**” and it is my hope that I can also shout out and claim one day that the “**Fire Service**” has truly embraced “**Diversity**” before I collapse and die.

I run this “Marathon” because.....

“All That I Am I Owe”

“I Live Eternally In the Red”

Russell G. Hayden, CEO

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