



## Diversity and My Local Fire Department

1. What is the size of the fire department (sworn firefighters)?
  - a.
2. How many women firefighters are on the department?
  - a.
3. Does the fire department have a full-time recruitment officer or staff?
  - a. Yes
  - b. No
4. How often does the fire department test?
  - a.
5. What is the population of the area the fire department serves?
  - a.
6. Does the fire department have a diverse make-up of personnel?
  - a. Yes
  - b. No
7. Does the department mission statement reference diversity as a value?
  - a. Yes
  - b. No
8. Does the department web site depict diversity in terms of pictures, text and other?
  - a. Yes
  - b. No
9. Dose the department web site show links to fire related diversity based organizations?
  - a. Yes
  - b. No

10. If yes to question number nine list two of those organizations.

- a.
- b.

11. Would you say the department leadership sees value in diversity?

- a. Yes
- b. No

12. Does the department targeted recruitment for under-represented groups?

- a. Yes
- b. No

13. Has the department ever been the target of legal action based on its hiring practices?

- a. Yes
- b. No

14. Would you say the representing labor group values diversity?

- a. Yes
- b. No

15. If you know, has the firefighter selection process ever been validated?

- a. Yes
- b. No

16. Does the fire department have difficulty hiring a diverse selection of candidates?

- a. Yes
- b. No

17. If yes, what do you see as obstacles?

- a.

18. Does the department currently have a person of color or female as the department head?

- a. Yes
- b. No
- Female
- Yes
- No

19. Why are these questions important to you?

- a.

20. Will you share your findings with your department and agency senior staff? Yes No

21. Create your own set of additional diversity related questions as they related to the fire service.

22. Is the department a member of the Firefighter Diversity Recruitment Council?

- a. Yes
- b. No