



Employee
Recruitment,
Selection &
Promotion

21st Century Diversity Recruitment Workshop – **Sample Flyer**

Venue: Site Name
Suite - XXXX Street Name - Your City, State 95131
Date: Wednesday - February 13, XXXX
Time: 8 AM - 5 PM

Sponsor	Keynote	Welcome
I/O Solutions	Ret. Fire Chief Michael E. Smith	Ash Kalra – SJ Council Member

Co-Presenters / Supporters:

Wilma Cadorna	HR Director - Santa Clara County FD
Angela Hughes	Marketing Division - SCCFCU
Alyssa Lynch	Director - SCCOE - CTE Department
Fred Rafilson	CEO - I/O Solutions
Demond Simmons	Director - IABPFF SW Region
Ash Kalra	City Council Person Dist #2 San Jose
Russell G. Hayden	CEO - Firefighter's ABC's
Michael E. Smith	Ret Fire Chief - Fresno & Fairfield FD's

Target Attendees:

Fire Senior Staff	EMT / Paramedic Agencies	Fire / Police Union Staff
Fire Recruit Staff	Fire / Police Dispatch Agencies	Fire / Police Diverse Org
Fire HR Staff	High School Career Staff	Government Staff
Police Senior Staff	High School Senior Staff	Cal Chiefs Senior Staff
City/County HR Staff	College Senior Staff	Fire / Police Testing Agencies

Sessions:

Opening	Welcome Remarks & Keynote	Open To Everyone
Session I	School and Education Partnerships	Open To Everyone
Session II	County Partnerships	Open To Everyone
Session III	21 st Century Diversity Recruitment	Open To Everyone
Session III	Testing & Adverse Impact	Open To Everyone

Registration Fees and Host Requirements:

- Fire and Police Agencies (for the first four attendees) - \$145 per org
- Requires at least ten agencies to attend with the following attendees:
 - Two from Senior Staff and two from the agency HR department
- EMS Agencies & Testing Agencies - \$300
- Community Org, Fire Diversity Org, Fire Unions & Other - \$100
- Elected Gov Officials, High School Staff, College Staff - No Fee
- Additional registrations beyond the first four are @ \$25 each - \$25 per person
- Firefighter's ABC's travel cost, lodging TBD based on location
- Venue to be provided by host agency
 - 10' X10' Screen, Projector, A/V, Internet, Seating for at least 60 persons class room style
 - Invite letter on letterhead

Your hosted flyer will look somewhat like this*



Values:

In today's public sector milieu, resources are limited, thus warranting the need for organizations/departments to collaborate in an effort to accomplish their stated goals. Effectively solving the "inclusion problem" is no different--it too requires a comprehensive collaborative approach. The end aim is to relinquish the "talking" and move toward sustained collaborating so that all Americans can have an opportunity to compete for public safety careers and serve the public

Ideas:

Moving past the discussion on the importance of "Diversity" in the 21st Century Fire, Police and EMS Sector Careers to real-world collaborations that ensure a well educated, inclusive and high performing profession.

Purpose:

Moving past the dialog on diversity to forming collaborative efforts and best practices that lead to recruiting, training and educating a 21st Century Fire Service that reflects the American workforce. The problem (lack of diversity in the fire service across the United States) has been discussed to the point that it has become counter- productive in some circles. Several organizations across the United States have formed "Human Relations" or "Diversity Committees"-- end objectives and results are tepid at best. We support our Police and EMS Partners.

“Even if you contract Fire, Police or EMS we strongly encourage your agency to attend”

Information:

- Registration: [Download Registration](#) - **Deadline 00/00/00** (limited to first twenty agencies)
- Web Site: www.FirefightersABCs.com
- Email: Contact@FirefightersABCs.com
- Phone: 408-842-8326

“We Ask That You Please Share Throughout the South Bay Area via Your Network”

[Unable to attend and wish to join the Firefighter Diversity Recruitment Council](#)

The core content relates to diversity and recruitment in fire, however, a great deal of the subject matter also applies to Police, Public Safety and the EMS field.

Host Your Workshop or [Review of Prior Nationwide Workshops](#)