



“Ok, let’s take a tour of the Firefighter’s ABC’s website”

If you are:

A new member of the - Firefighter Diversity Recruitment Council

If you are:

A new member of the - Firefighter’s ABC’s Online Internship Program

If you are:

A new visitor to the - www.FirefightersABCs.com website

Are You:

The Elected Government Official or a member of the staff

The Agency Manager or a member of the staff

The Fire Chief or a member of Senior Staff or a member of the ranks

The HR Director or a member of the staff

The Superintendent of schools or a Principal or a member of the staff

The EMS Director or a member of the staff

The Diversity Lead of a community organization or a member of the staff

The Diversity based fire organization for your area or a member of the staff

A High School Student

A Junior College Student

A College Student

A Post College Student

A Parent

A Candidate for the Public Safety Field

A person that hasn’t chosen your career path

A high school dropout, we encourage you to return and obtain your GED

This guided tour will provide insight into Firefighter’s ABC’s and our many support tools.

Welcome to Firefighter's ABC's.

Firefighter's ABC's – The Back Story:

About Firefighter's ABC's

With a passion for diversity and recruitment, Russell G. Hayden, 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.

Please select these twelve links to learn more about us:

1. [About Us](#)
2. [Firefighter Diversity Recruitment Council Membership](#)
3. [FLASH TEST – Firefighter Learning and Support Help – Training Education Scholastic Tools](#)
4. [21st Century Diversity Recruitment Workshop – Brought to your agency](#)
5. [100% Free National Recruit Database for Firefighter](#)
6. [High School & College Support Information](#)
7. [Firefighter's ABC's Online Internship Program](#)
8. [Share the fire colleges in your state with us for posting](#)
9. [FOCUS and save for EMT and Paramedic school](#)
10. [Our Founder](#)
11. [Our Team – All volunteer their time](#)
12. [Our YouTube support videos for both Fire Departments EMS Agencies and Candidates](#)

Hopefully these twelve links will get you started in learning more about Firefighter's ABC's.

Please share this document with Fire Departments in your local area Nationwide and in Canada.

Please share with your local schools.

And most of all please share with the many diverse youth of your community and in your network and kindly ask others to do the same.



**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.

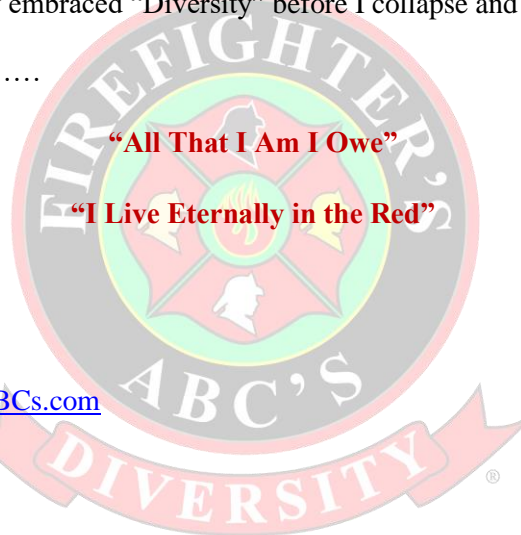
The legend states that a Greek warrior was sent from the battlefield of Marathon to Athens to announce that the Persians had been defeated in the Battle of Marathon (in which he had just fought), which took place Circa - 490 BC.

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.....



Russell G. Hayden

Founder Firefighter’s ABC’s

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