



Emergency Services Consulting International

*Providing Expertise and Guidance
that Enhances Community Safety*

March 15, 2021

Dear Russell,

Emergency Services Consulting International (ESCI), the consulting arm of the IAFC, is pleased to enter into a strategic partnership with Firefighter's ABCs as we work collaboratively toward a more diverse fire/rescue service nationwide.

ESCI knows that a diverse workforce enhances innovation in the fire/rescue service and increases trust with the communities we serve.

For over 40 years, ESCI has been helping the fire/rescue profession become more diverse by implementing innovative and inclusive recruitment, selection, promotional, and career development programs. Our testing programs are known for eliminating adverse impact and opening the door to a broader group of public safety applicants and leaders. Just recently, COVID gave ESCI the unexpected opportunity to develop a new online selection testing program for fire/rescue that has no adverse impact at all.

The diversity programs and resources of Firefighter's ABCs are well-established as being comprehensive and effective, and we believe that the synergy between ESCI and Firefighter's ABCs will continue to bolster diversity throughout all ranks of the fire/rescue service.

No organization can realize their diversity goals without knowledge of, and exposure to, key diversity and inclusion tools. ESCI is proud to partner with Firefighter's ABCs to help broaden the awareness and importance of diversity and the methods that effectively create more inclusive organizations.

Sincerely,

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