



City of Bellevue

# Increasing Gender Diversity:

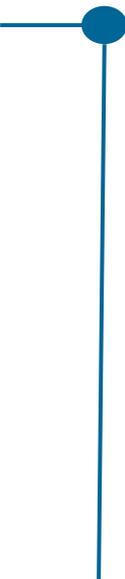
## Bellevue Fire Seeks to Close the Gap

Fire Chief Jay Hagen

Lieutenant Camari Olson

Firefighter Emily Peterson

Fire Department | January 10, 2022



# Information Only

Information only – to provide Council with update on how the fire department is recruiting women.



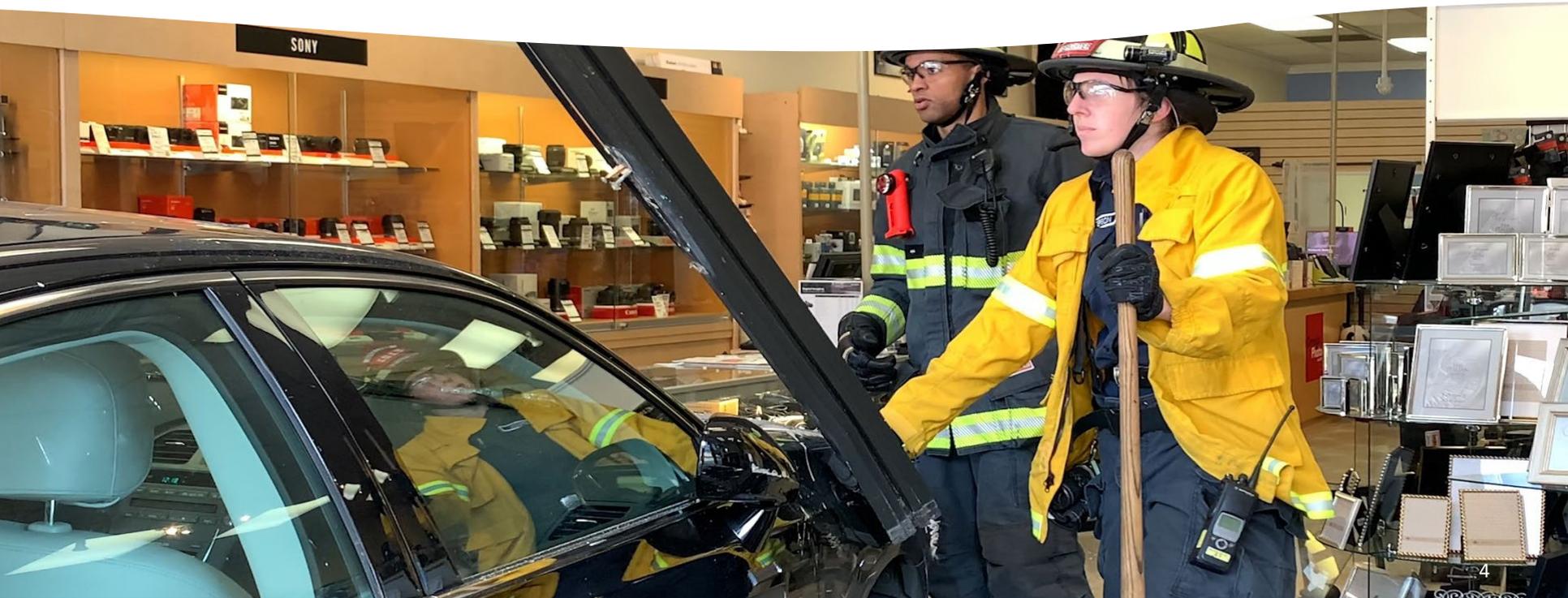
# Background

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- National statistics of women in fire service
- Bellevue Fire Department statistics
- Let history lead the way

# The Shift in Hiring Practices

- Creating a department that reflects our community
- Hiring for Equity Recruitment Guide
- Championing Civil Service Change



# Regional Recruitment



- Camp Blaze
- Future Women in EMS and Fire

# King County Fire Chief's DEI Workshop:



# Bellevue Fire Recruitment

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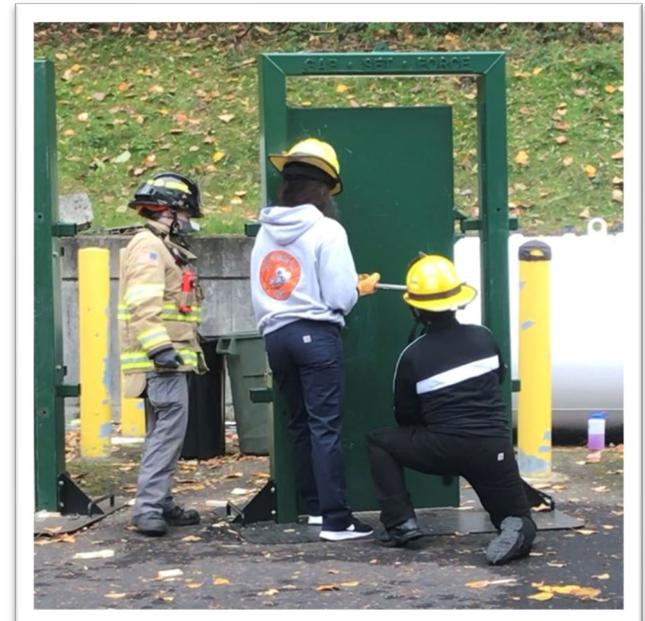


- BTV Recruitment Video
- Firefighting 101 Women's Workshop at Training Center
- Girl's Camp

# Firefighting 101 Women's Workshop

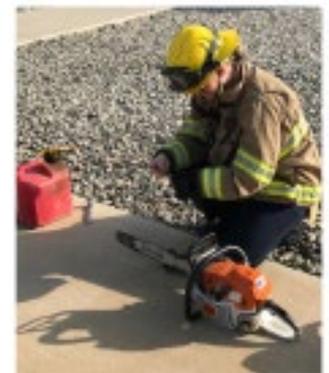
36 attendees received instruction from an all-female training team on the following skills:

- Starting chainsaws
- Carrying 24' ladders, throw straight ladders
- Use of the irons (halligan and flathead axe) for forcible entry
- Taking a hydrant
- Practice dragging a 165-pound mannequin
- Climb the tower with a hose bundle



# Bellevue Girls Fire Camp

- 2-Day Event for Girls Ages 12-18
- Summer 2022 (pending loosening of restrictions)
- Female Firefighter Instructors
- Hands-on Introduction to Fire and EMS skills
- Develop confidence and leadership skills



## Increased Fire and EMS recruitment

- West coast camps have seen an 8-13% rate of participants go onto pursue a career in fire department positions.



# Addressing Perceived Barriers

- Strength Necessary for the job
- Promotional opportunities
- Pregnancy and motherhood



# Pregnancy and Parenting

- Featured on Kiro 7, Q13, and KOMO January 2021



- Increasing awareness for potential applicants whose future aspirations include becoming firefighters and mothers

# Social Media:

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## Female Firefighters of Washington: Past, Present and Future

- Initiated by Bellevue Firefighter Paramedic, Maia Brown
- 200+ members
- Connecting those interested in the fire service with currently employed or retired firefighters
- Great for getting the word out about workshops and job openings