

CITY COUNCIL STUDY SESSION

Increasing Diversity – Bellevue Fire Department Works to Close the Gender Gap

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Fire Department

DIRECTION NEEDED FROM COUNCIL**INFORMATION
ONLY**

Staff will present information on the Fire Department's efforts to increase diversity and close the gender gap within the department. The presentation is for information only and no action is sought from Council.

RECOMMENDATION

N/A

BACKGROUND & ANALYSIS

Recognizing that diversity is our strength, and in support of the Diversity Advantage Plan, the Bellevue Fire Department has worked toward developing a workforce that is more representative of the community it serves and overcome past inequity. Within that broad goal, the department has been, in partnership with the Human Resources Department, focusing on recruiting and retaining women firefighters in a traditionally male dominated profession.

During the Council meeting, staff will share examples on how the Department is developing innovative recruitment strategies to attract more women applicants and making a shift in how hiring is conducted which has provided the department with new opportunities to advance female candidates. Two regional events took place in 2021 in support of our objectives:

- Camp Blaze
- Future Women in EMS and Fire

In addition, the department hosted the inaugural King County Fire Chief's Diversity Equity and Inclusion workshop in the fourth quarter of last year in which 75 candidates of diverse backgrounds were able to learn how to navigate the challenging recruitment process to becoming a firefighter.

POLICY & FISCAL IMPACTS**Policy Impact**

N/A

Fiscal Impact

There is no fiscal impact associated with implementing these changes.

OPTIONS

N/A

ATTACHMENTS

N/A

AVAILABLE IN COUNCIL LIBRARY

N/A