



STAFF REPORT ACTION REQUIRED

Firefighter Graduating Class

Date:	July 3, 2015
To:	City Council
From:	Fire Chief and General Manager, Fire Services
Wards:	All
Reference Number:	p:\2015\ClusterB\FIR\cc150019

SUMMARY

This report responds to a request from the Community Development and Recreation Committee for the Fire Chief and General Manager, Fire Services to report to City Council on the social demographic diversity of the current graduating class of firefighters.

Toronto Fire Services (TFS) has demonstrated a strong commitment to equity hiring and a diverse workforce. As outlined in the Path to Diversity report adopted by City Council in July 2013, and through recent recruitment initiatives, TFS continues to build an inclusive and diverse workforce that is reflective of the communities it serves.

For the 2015 recruit classes, TFS had a pool of 762 candidates. 10% (80) of the applicant pool were female and 14% (107) of the applicant pool self-identified as a visible minority. 12.5% (15) of 2015 recruit graduates to-date were female and 12.5% (15) represented a visible minority group.

RECOMMENDATIONS

The Fire Chief & General Manager, Fire Services recommends that City Council:

1. Receive this report for information.

Financial Impact

There are no financial implications resulting from the adoption of this report.

DECISION HISTORY

The Community Development and Recreation Committee at its meeting of June 24, 2015, requested the Fire Chief and General Manager, Toronto Fire Services, to report to City Council on the diversity make-up of the current graduating class of firefighters.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2015.CD5.3>

ISSUE BACKGROUND

Through the Path to Diversity report adopted by City Council in July 2013 and through recent recruitment initiatives, TFS has demonstrated a strong commitment to equity hiring and a diverse workforce. The Path to Diversity report, which aligns directly with the City of Toronto Strategic Actions, was developed to establish goals and benchmarks for increasing the social demographic diversity of the TFS workforce. TFS continues to build an inclusive and diverse workforce that is reflective of the communities it serves.

COMMENTS

For the 2015 recruit classes, TFS had a pool of 762 candidates. 10% (80) of the applicant pool were female and 14% (107) of the applicant pool self-identified as a visible minority. One pool of applicants provides the candidates for all the annual recruit classes.

Breakdown of 2015 Recruit Classes

Recruit Class Start Date	Class Total	Female	Visible Minority	% of F/VM of Class Total
Jan 5, 2015	39	5	8	33.33%
Mar 23, 2015	39	8	4	30.77%
July 27, 2015	42	2	3	11.90%
Oct 5, 2015	TBD	TBD	TBD	TBD
Total	120	15	15	25%

12.5% (15) of 2015 recruit graduates to-date were female and 12.5% (15) represented a visible minority group.

CONTACT

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SIGNATURE



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