



STAFF REPORT ACTION REQUIRED

Toronto Fire Services – Supplemental Report – Long Term Diversity Goals

Date:	July 15, 2013
To:	City Council
From:	J.W. Jim Sales, Fire Chief and General Manager
Wards:	All
Reference Number:	p:\2013\ClusterB\FIR\cc130021

SUMMARY

At its meeting of July 3, 2013, the Executive Committee of City Council in considering the Toronto Fire Services (TFS) Report on Diversity requested the Fire Chief to report to City Council on the long term diversity goals.

This report also outlines current demographics and the differences in the actual number of applicants compared to target groups, and illustrates that the success rate of applicants in any particular applicant pool is not negatively impacted by the TFS hiring process.

RECOMMENDATIONS

The Fire Chief and General Manager, Toronto Fire Services, recommends that Council adopt the long term diversity goals as outlined.

Financial Impact

There are no financial implications associated with this report.

DECISION HISTORY

At its meeting of July 3, 2013, the Executive Committee of City Council in considering the Toronto Fire Services Report on Diversity requested the Fire Chief to additionally report on the long term goals for TFS diversity.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2013.EX33.12>

ISSUE BACKGROUND

Further to the statistics presented in the previous TFS report, Table 1 below represents the current demographics of TFS Support Divisions. It can be seen that the diversity in the Communications, Radio/CAD/RMS and Staff Services Divisions approach or reflect the diversity of the City of Toronto.

Table 1 - TFS Support Division Demographics

TFS Division	Total staff	Visible Minorities		Diversity
		Male	Female	
Communications	72	3	39	58%
Fire Prevention and Public Education	147	12	35	32%
Radio/CAD/RMS	10	1	5	60%
Staff Services	12	3	3	50%
Professional Development and Training	42	3	4	16%
Operations	2742	99	67	6%

It is worthy of note that Communications, Fire Prevention and Public Education and Staff Services personnel have regular contact with, and are the first contact with, the public for all non-emergency situations and delivery of services. Communications staff are also the first point of contact in emergency responses.

Employees secure positions in the Professional Development and Training Division through promotion in accordance with the terms of the Collective Agreement.

COMMENTS

Based on a review of current data, as outlined in Appendix A - Probationary Firefighter Operations Recruitment Statistics 2012, TFS processes had approximately the same impact across all groups. In spite of outreach efforts, the issue continues to lie in attracting applications from target groups. It is for this reason that the TFS short term diversity strategy is aimed at outreach, community consultation, mentoring, and a cultural shift within TFS.

As noted in Table 1, the biggest challenge lies in the diversity of the Operations Division. The disparity as illustrated in Appendix A is identified as being due to the lack of applications received from females and visible minorities. This is in spite of 9388 diverse group contacts by the Recruitment and Community Outreach staff in 2012 (as expressed in the original report). The challenge lies in translating the outreach contacts into applications, which is compounded by overcoming the fact that operational firefighting is perceived as a non-traditional occupation for females and members of most visible minority communities.

TFS Long Term Goals and Timelines for TFS Operations Recruitment

The objective of this report is to lay out medium (five year) and long term goals of community outreach and recruitment. It should be noted that screening processes include aptitude testing, physical and medical testing that are industry standards and bona fide occupational requirements. TFS does not propose departing from, or lowering those standards in order to achieve any goals. Rather, TFS is considering an approach which increases the pool of qualified applicants from target groups through outreach, mentoring, coaching and engagement.

In an effort to reach the stated goals as outlined, and to encourage diversity in the Operations Division, outreach efforts require improvement and will be reviewed with a view to improving and expanding the Equity, Diversity and Human Rights (EDHR) contacts as expressed in the previous report.

TFS is dedicated to the creation of a diverse workforce, and will report out on the status of diversity goals and the ongoing review of the hiring process and outreach efforts on an annual basis.

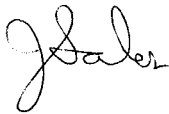
Based on improved outreach efforts, it is expected that TFS will:

- increase the number of qualified diverse applicants in the operations firefighter recruitment hiring pool by 10% annually.
- ensure the qualified applicant pools will aim to be fully representative of the demographic composition of the City of Toronto by the 2019 hiring campaign

CONTACT

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SIGNATURE



J.W. (Jim) Sales
Fire Chief and General Manager

ATTACHMENTS

Appendix A - Probationary Firefighter Operations Recruitment Statistics 2012