



**STAFF REPORT
ACTION REQUIRED**

Toronto Fire Services – Diversity Goals and Metrics

Date:	October 1, 2013
To:	City Council
From:	J.W. Jim Sales, Fire Chief and General Manager
Wards:	All
Reference Number:	p:\2013\ClusterB\FIR\cc130029

SUMMARY

Toronto Fire Services is responding to a request from City Council for additional information on establishing measureable goals to benchmark progress Fire Services is making in its Diversity Hiring Program.

RECOMMENDATIONS

Toronto Fire Services recommends that:

1. City Council direct the Fire Chief and General Manager to report to the November 13, 2013 City Council meeting with further elaboration on the establishment of measureable goals to benchmark progress Fire Services is making in its Diversity Hiring Program.

Financial Impact

There are no financial impacts associated with the Staff Recommendations.

DECISION HISTORY

At its meeting of July 19, 2013 City Council adopted the Fire Chief’s report, dated July 12, 2013, and titled “A Path to Diversity” and directed the Fire Chief to provide further elaboration on the establishment of measurable goals to benchmark progress the Fire Services is making.

Background Information

(June 17, 2013) Report from the Fire Chief and General Manager, Toronto Fire Services on Toronto Fire Services - A Path to Diversity

(<http://www.toronto.ca/legdocs/mmis/2013/ex/bgrd/backgroundfile-59656.pdf>)

(July 15, 2013) Supplementary report from the Fire Chief and General Manager, Toronto Fire Services on the Toronto Fire Services - Long Term Diversity Goals (EX33.12a)

(<http://www.toronto.ca/legdocs/mmis/2013/cc/bgrd/backgroundfile-60272.pdf>)

Appendix A to Supplementary report from the Fire Chief and General Manager, Toronto Fire Services on the Toronto Fire Services - Long Term Diversity Goals

(<http://www.toronto.ca/legdocs/mmis/2013/cc/bgrd/backgroundfile-60290.pdf>)

COMMENTS

Toronto Fire Services is working on realistic measureable goals that can be used to benchmark the progress made in the diversity hiring program. Staff are working on initiatives to meet these goals. Therefore, we are requesting that City Council defer consideration of the report until the November 13, 2013 City Council meeting.

CONTACT

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SIGNATURE



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