



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Toronto Fire Services - Operations Recruit Class 2017-01

Date: August 17, 2017

To: Community Development and Recreation Committee

From: Fire Chief and General Manager, Toronto Fire Services

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about identifiable individuals, including municipal or local board employees.

SUMMARY

This report responds to a request from the Community Development and Recreation Committee for the Fire Chief and General Manager, Fire Services to provide detailed information about the representation of members of designated groups in the most recent Toronto Fire Services (TFS) Operations Recruit Class.

Since 2015, Human Resources (HR) has been collecting data from applicants entering into the TFS Operations Firefighter recruitment process. Applicants complete a Pre-Screening Questionnaire (PSQ) that forms part of the online application process for TFS positions. The PSQ provides applicants with the opportunity to voluntarily self-identify as members of Designated Groups.

The most recent TFS Operations Recruit Class (2017-01 which graduated in June 15, 2017) is the most diverse recruit class in TFS history, with 20 of the 42 newly recruited Operations Firefighters (48 per cent) self-identifying as being members of a Designated Group. Designated Groups include those who identify as being female, Aboriginal, persons with disabilities and members of racialized/visible minorities.

TFS has consulted with the Equity, Diversity and Human Rights Division (EDHR) and the City Clerk's Office and confirmed that to ensure the confidentiality of applicants and recruits, statistics are only to be reported in aggregates of 10 or more.

At the request of the Community Development and Recreation Committee, disaggregated data is provided in Confidential Attachment 1 - Detailed hiring information for designated groups: TFS Operations Firefighter Recruit Class 2017-01.

RECOMMENDATIONS

The Fire Chief and General Manager, Toronto Fire Services, recommends that:

1. City Council receive this report for information.
2. City Council direct that the confidential information contained in Confidential Attachment 1 remain confidential in its entirety, as it relates to personal matters about identifiable individuals, including municipal or local board employees.

FINANCIAL IMPACT

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

The Deputy City Manager & Chief Financial Officer has reviewed this report and agrees with the financial impact information.

DECISION HISTORY

At its meeting of June 7, 2017, the Community Development and Recreation Committee requested detailed hiring information for designated groups in the most recent class Operations Firefighters recruit class.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.CD21.5>

COMMENTS

The collection and comprehensive analysis of applicant and recruitment data is essential to identifying and understanding process performance along with any challenges that may impact the ability to attract and recruit highly qualified and diverse talent. Accordingly, Toronto Fire Services (TFS) and Human Resources (HR) have implemented data collection and analytics capabilities that provide detailed information on each phase of the recruitment process. This allows TFS and HR to better understand where improvements can be made and will inform ongoing community outreach initiatives and planning.

Since 2015, HR has been collecting data from applicants entering into and moving through the TFS Operations Firefighter recruitment process. Applicants now complete a Pre-Screening Questionnaire (PSQ) that forms part of the online application process for

TFS positions. The PSQ provides applicants with the opportunity to voluntarily self-identify as members of Designated Groups. HR and TFS have now incorporated this PSQ process into all TFS recruitment processes.

As a result of the improvements made to the TFS Operations Firefighter recruitment process and enhancements made in community outreach, the most recent TFS Operations Recruit Class (2017-01 which graduated in June 15, 2017) is the most diverse recruit class in TFS history, with 20 of the 42 newly recruited Operations Firefighters (48 per cent) self-identifying as being members of a Designated Group. Designated Groups include those who identify as being female, Aboriginal, persons with disabilities and members of racialized/visible minorities.

Prior to the improvements and enhancements that have been implemented, the highest recruitment diversity rate in an Operations Firefighter Recruit Class was 33 per cent.

TFS has consulted with the Equity, Diversity and Human Rights Division (EDHR) and the City Clerk's Office and confirmed that to ensure confidentiality, statistics are only to be reported in aggregates of 10 or more. At the request of the Community Development and Recreation Committee, disaggregated data is provided in Confidential Attachment 1 - Detailed hiring information for designated groups: TFS Operations Firefighter Recruit Class 2017-01.

CONTACT

Toni Vigna, Division Chief
Tel.: (416) 338-9550, Email: Toni.Vigna@toronto.ca

Mary Lorenzoni, Policy and Planning Advisor
Tel.: (416) 338-9026, Email: Mary.Lorenzoni@toronto.ca

SIGNATURE

Matthew Pegg
Fire Chief & General Manager
Toronto Fire Services

ATTACHMENTS

Confidential Attachment 1 - Detailed hiring information for designated groups: TFS Operations Firefighter Recruit Class 2017-01