



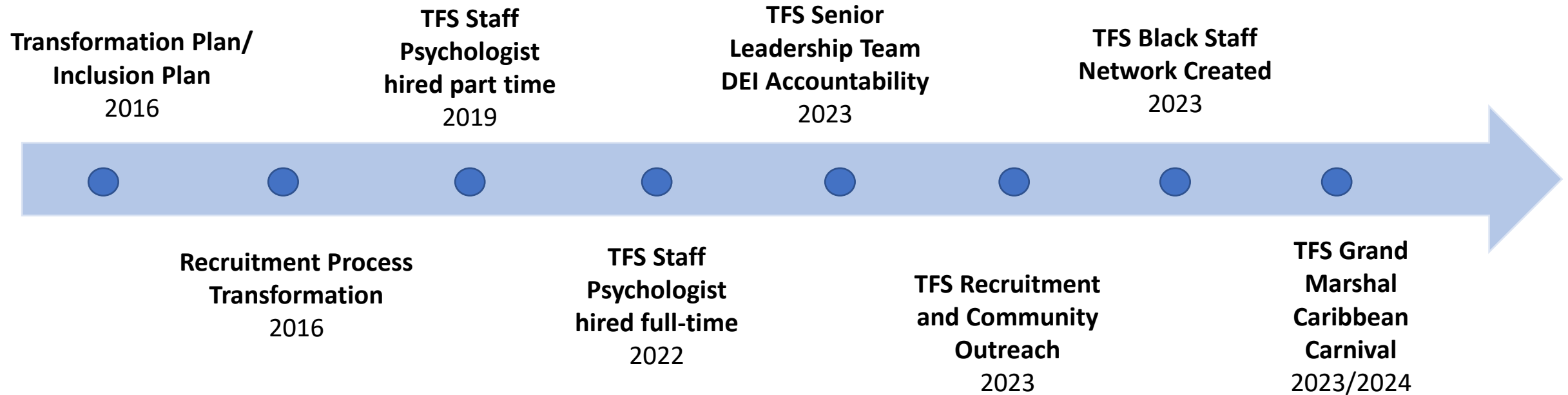
Toronto Fire Services

Diversity and Inclusion Update

Presentation to the City Council Anti-Black Racism Advisory Committee
September 4, 2024



Our Continuing Journey

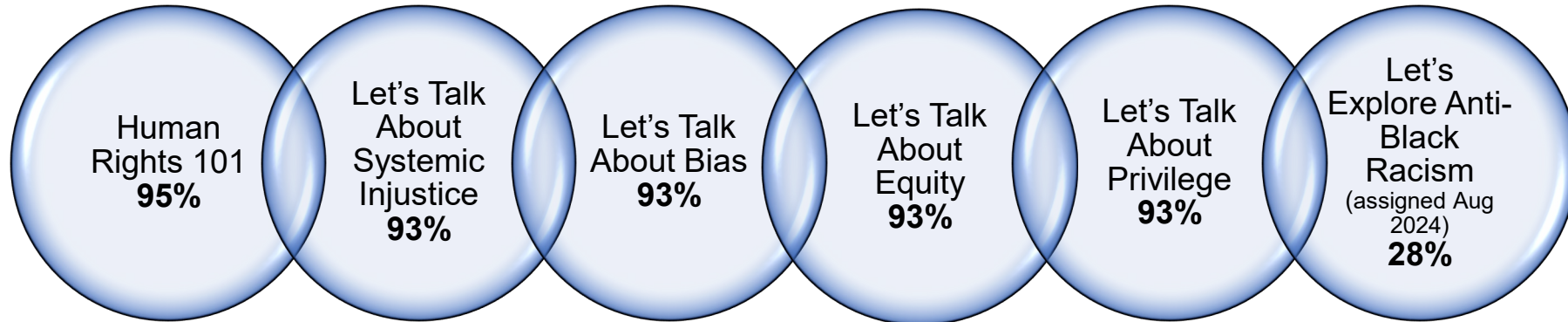


Evolving TFS Workplace Culture

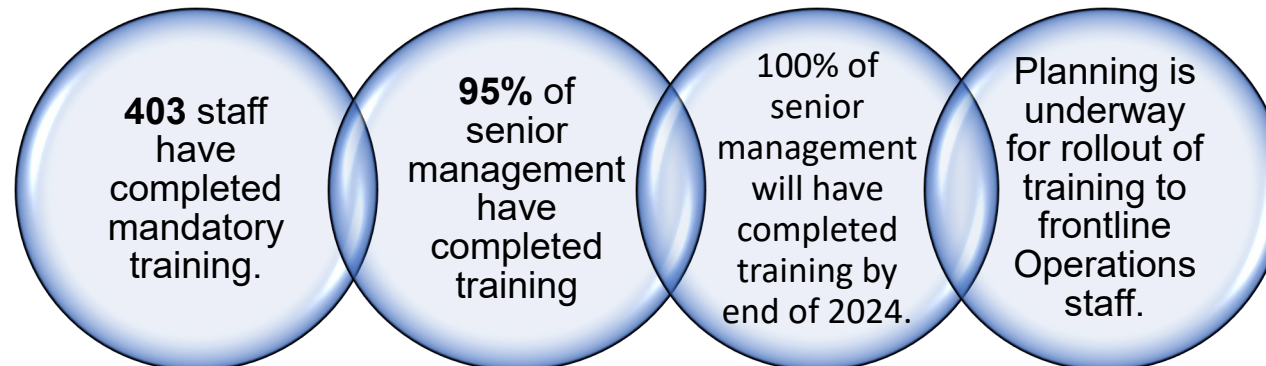
- Fostering a culture within TFS that is safe, inclusive, welcoming and supportive.
 - Continuing to prioritize diversity, equity, inclusion and belonging (DEIB) at all levels of TFS.
- Continuing top-down culture shift and leadership expectations.
 - Formal expectations for all TFS leaders established re: DEIB.
- Formal expectations established for all TFS staff.
 - Conduct and behaviour that is inconsistent with corporate policy is not tolerated.
- Regular collaboration with the TFS Black Staff Network
 - Black History Month
 - Swim Testing requirements for Toronto Fire Fighters
- Since the introduction of the TFS Inclusion Plan in 2016, TFS has achieved 38% self-reported recruitment diversity.

TFS Equity and Inclusion Training and Initiatives

Toronto for All Foundations



Anti-Black Racism Training and Learning Sessions



Training Compliance as of August 19, 2024

Toronto Fire Services Black Staff Network

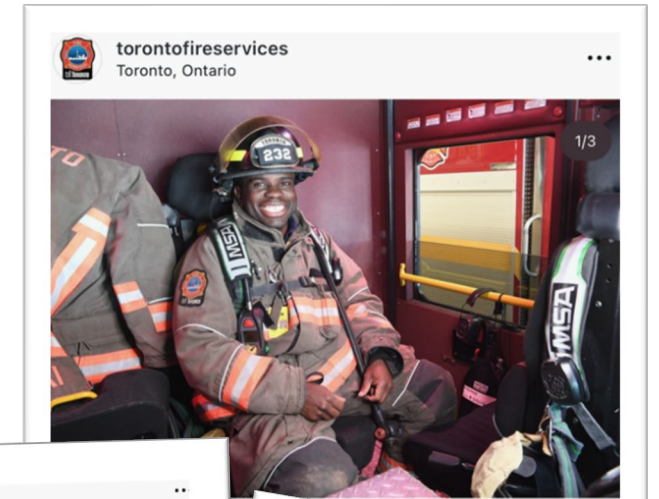
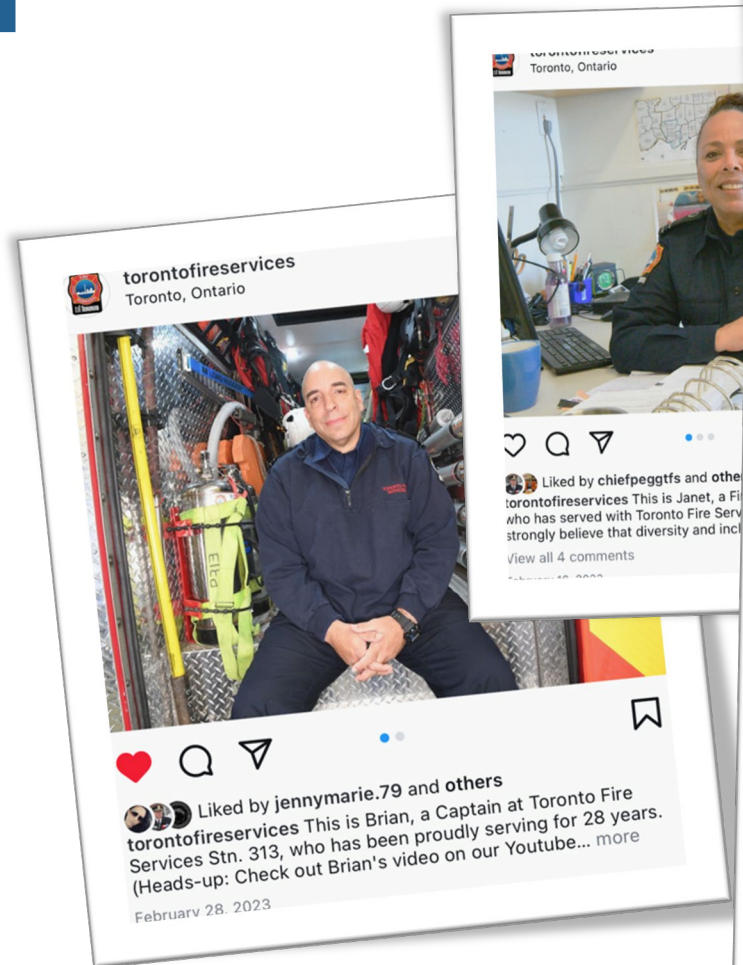
- The Toronto Fire Services Black Staff Network (TFS BSN) was established in 2023.
 - Provides a safe space for Black Firefighters to meet and share knowledge, provide professional development such as mentorship, coaching, networking opportunities, and to promote an increasingly inclusive workplace for TFS.



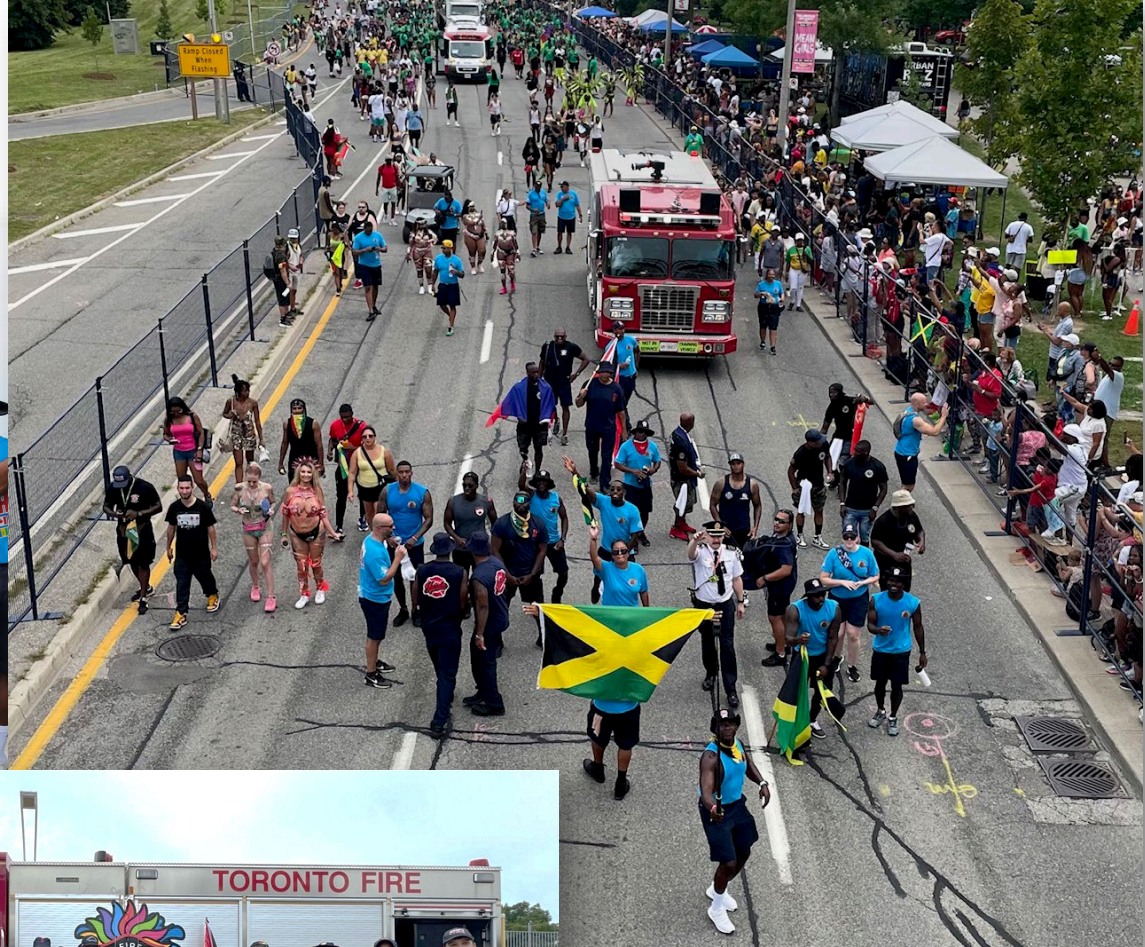
Black History Month



Celebrating Staff



Toronto Caribbean Carnival



Community Outreach

- Directly supports our goal of building an increasingly diverse workforce that is reflective of the communities we serve.
- The TFS Recruitment and Outreach section was reinstated in 2023.
- The team has attended **106** community events as of July 31, 2024.
- Developed a partnership with TCHC to enhance existing efforts and to develop new and more targeted engagement with TCHC residents.
 - In July 2024, hosted the inaugural TCHC / TFS “Day in the Life” event



Recruitment and Retention at TFS

- **37%** of Operations staff hired in 2023 self-identify as a member of an equity-deserving group.
- **34%** of Operations staff hired in 2024 self-identify as a member of an equity-deserving group.
- **Staff Retention Details** - of the **109** exits in 2024*:
 - **98** retirements
 - **9** resignations (primarily to accept employment in other cities).
 - **2** terminations

**Exit data as of July 31, 2024*

Recruitment Process

- As a City Division, TFS is a client of the City's People and Equity Division for all aspects of recruitment.
- TFS continually works with People and Equity to improve our recruitment and hiring processes.
- Changes in recent years include:
 - Adjustments to the Candidate Testing Service operated by Ontario Fire Administration Inc. (OFAI) to reduce costs for applicants.
 - Removing swim test requirement as a recruitment pre-requisite.
 - Updates to screening and selection matrix.
 - Toronto residents, and those who self-identify as members of equity deserving groups, are prioritized in the recruitment process.
 - Every TFS Recruitment Interview Panel is diverse.

An Example of Collaboration – Swim Testing

- In response to changing Provincial legislation, TFS initially implemented mandatory swim testing as an application pre-requisite for Operations Firefighters.
- In collaboration with the TFS Black Staff Network, TFS removed the application pre-requisite for swim testing, by creating an alternative solution.
- Instead, the *Swim to Survive* program has been incorporated into the TFS recruit training program.
 - Eliminates barriers to employment
 - Effectively addresses health and safety concerns
 - This is a “Made-in-Toronto” solution.



Thank you