



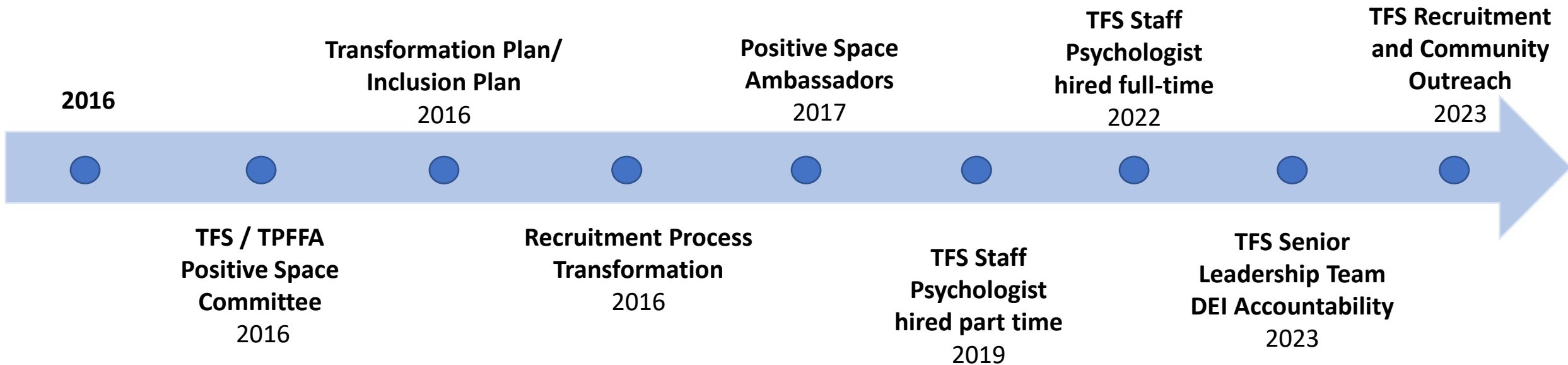
Toronto Fire Services

Inclusion and Community Outreach Update

Presentation to the 2SLGBTQ+ Advisory Committee
April 16, 2024



Our Continuing Journey



Evolving TFS Workplace Culture

- Fostering a culture within TFS that is safe, inclusive, welcoming and supportive for members of the 2SLGBTQ+ community.
 - Continuing to prioritize equity, diversity, 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.

TFS Equity and Inclusion Training and Initiatives

Toronto for All Foundations

Understanding Gender & Sexual Orientation

93%

Human Rights 101

95%

Understanding Allyship

93%

TFS Recruit Training

All recruits receive:

- Formal training program focussing on the historical challenges faced by Toronto's 2SLGBTQ+ persons
- Formal Human Rights Training program

Upcoming

Fostering 2SLGBTQ+ Inclusion Training (in collaboration with The 519)

Training Compliance as of March 20, 2024

Positive Space Committee

- The TFS Positive Space Committee (PSC) was established in 2016.
- PSC supports TFS 2SLGBTQ+ members through various initiatives, including:
 - Participation in the Pride parade with family members;
 - Pride Month visibility (fire truck decals, Pride-specific uniform clothing, etc.)
 - Provides advice to management on new initiatives or supports.

Supporting Pride at TFS



Community Outreach Overview

- Directly supports the strategic goal of building an increasingly diverse workforce that is reflective of the communities TFS serves.
- Reinitiated in 2023



Recruitment and Retention at TFS

37%

of Operations staff hired in 2023 self-identify as a member of an Equity-Deserving group.

42%

of the 2024-01 Operation Recruits self-identified as a member of an Equity-Deserving Group - 14% as a member of the 2SLGBTQ+ community.

Staff Retention

Of the 152 exits in 2023*:

- 132 retirements
- 13 resignations
- 2 terminations
- 7 deceased

Current in-progress Operations Recruit class of 104.

**Exit data as of November 30, 2023.*

Discussion



How can we maximize our 2SLGBTQ+ community outreach efforts, in addition to our engagement during Pride month?