

Date: April 8, 2021

To: Thomas B. Modica, City Manager *TM*

From: Xavier Espino, Fire Chief *XE*

For: Mayor and Members of the City Council

Subject: **Fire Diversity Report Update**

In August 2019, the Fire Department assigned a Fire Captain to function as Diversity Recruitment and Partnerships Manager, leading the Department's efforts to implement the recommendations outlined in the Long Beach Fire Department Recruitment Report, presented to the City Council on [August 13, 2019](#).

Under the Fire Captain's leadership, the Department increased diversity recruitment efforts, strengthened relationships with community partners, provided implicit bias training to staff, enhanced social media presence, and updated our website and promotional materials to better reflect diversity. Additionally, the Department has assigned staff to collect, organize, and analyze data to ensure we are meeting our recruitment goals. Furthermore, the Department is focusing on retaining and developing our employees, and is committed to improving diversity in all ranks. This includes continuing and expanding curriculum to prepare all interested employees for promotional opportunities.

Successes in the Department's recruitment efforts include our partnership with the Long Beach Unified School District (LBUSD) on the Fire Pathways Program at Jordan High School, and the first ever "LBFD Girls Camp," a one-day event that included 40 young women ages 14 to 18 from LBUSD and as far away as northern California. And, in spite of the social distancing challenges brought about by the pandemic, the recruitment team has been able to pivot and leverage technology, hosting numerous successful recruitment events via Zoom with our Civil Service Department partners.

On March 3, 2021, Battalion Chief Jason Hosea presented the attached Diversity Recruitment and Partnerships update presentation to the Civil Service Commission. The presentation focuses on the significant progress the Fire Department has made to date toward the recommendations identified in the 2019 Recruitment Report. The Department has completed 12 of the 14 recommendations and is on track to complete the remaining items this year.

The Fire Department is thankful to the City Council for its support of the above efforts and we remain committed to continuing our efforts to improve the diversity of the Department.

Fire Diversity Report Update

April 8, 2021

Page 2

If you have any questions, please contact me at (562) 570-2509 or via email at Xavier.Espino@longbeach.gov.

ATTACHMENT

CC: CHARLES PARKIN, CITY ATTORNEY
DOUGLAS P. HAUBERT, CITY PROSECUTOR
LAURA L. DOUD, CITY AUDITOR
LINDA F. TATUM, ASSISTANT CITY MANAGER
KEVIN JACKSON, DEPUTY CITY MANAGER
TERESA CHANDLER, INTERIM DEPUTY CITY MANAGER
REBECCA GUZMAN GARNER, ADMINISTRATIVE DEPUTY CITY MANAGER
MONIQUE DE LA GARZA, CITY CLERK (REF. FILE #[19-0770](#))
DEPARTMENT HEADS