National Diversity and Inclusion Initiative

Participant Requirements

Eligibility

- Any combination or volunteer fire department nationwide seeking to expand their recruitment and retention efforts by promoting diversity and inclusion.

Leadership

- Identify a Program Liaison who will manage and oversee the responsibilities associated with the VWS program, including helping to distribute the climate survey and coordinating the site visit.

- In addition to the Program Liaison, key department personnel including the fire chief and recruitment and retention coordinator should be present for the site visit.

Required Attendance

- Key staff must attend and fully participate in any meetings or webinars related to the climate survey and site visit. This may include a meeting to discuss distributing the survey, site visit coordination and at least two calls post site visit to discuss the after action report.

Expectations and Activities

- Have the entire fire department complete in a timely manner a cultural climate survey to assess current practices and internal culture within the department. This survey will be distributed electronically. The site visit cannot be conducted until the survey is completed.

- Must be available for a two-day site visit where the VWS Team will meet with department leadership, company officers and firefighters.

- Participate and assist in planning of a site visit by the VWS Team.

- Participate in any meetings or webinars required for the survey and site visit. This will include at least two calls post site visit to discuss the after action report.

- Respond to email, phone and written inquiries from the VWS Program Team in a timely manner.