

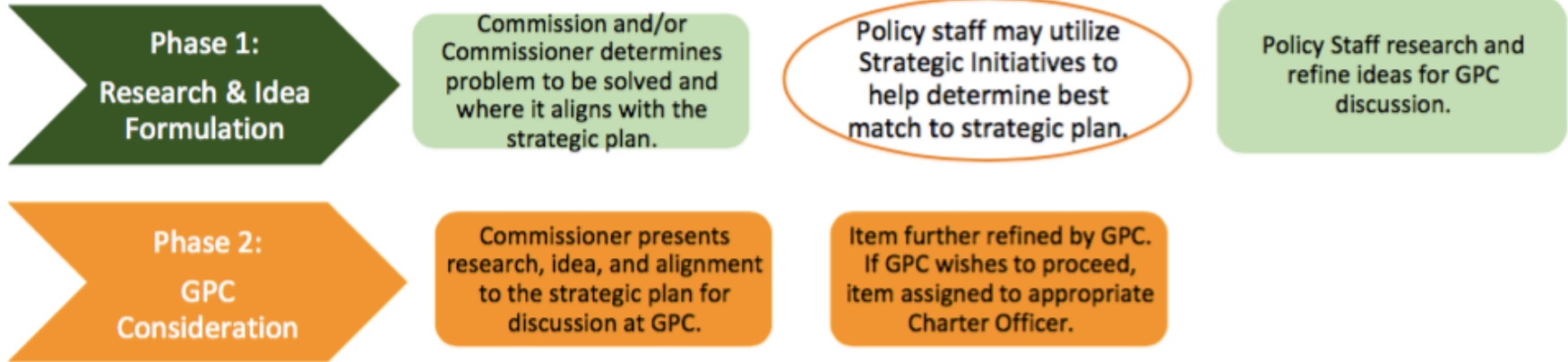


Recruitment of Women into Police and Fire Departments

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Policy Research Process



Recruitment of Women Overview

- Existing Recruitment Initiatives at Gainesville Fire Rescue (GFR) and Gainesville Police Department (GPD)
- Women Recruitment Initiatives Across Florida
- Risks and Benefits

Women in Fire and Police Departments

- Nationally, women make up approximately 8% of career firefighters, and approximately 12% of sworn police officers.
- Gainesville Fire and Rescue has 18 women on staff, 5 of which are certified firefighters, and women make up just under 10% of full-time GFR staff.
- Approximately 20% of the sworn police officers at Gainesville Police Department are women, and 3 of the 8 highest levels of command are occupied by women.

Women Recruitment Initiatives in Gainesville

- **GFR's Implementation of Candidate Physical Ability Test (CPAT) Training Academy**
 - The CPAT deters many women from joining the fire rescue
 - To resolve this issue, GFR created a team that provides mentoring, trainings, and resources for new arrivals, including women
 - GFR's CPAT academy has helped increase the number of firefighters on the GFR force
- **GPD's Women's Mentoring Group**
 - Meets monthly and includes officers and civilians
 - Women mention topics they are interested in learning more about (e.g. resume building, work life balance, etc.)

Women Recruitment Initiatives in Gainesville

- **GPD's Collaborative Reform Initiative Technical Assistance Center (CRI-TAC) Grant**
 - Provides customized technical assistance solutions designed to meet the unique needs of communities throughout the United States
 - GPD has been awarded the IACP's CRI-TAC grant to specifically learn about recruitment and retention methods for women in the police force
 - Through CRI-TAC, GPD plans to survey officers on what motivates them to stay in the force.

Initiatives Across Florida

- **Alachua County Fire and Rescue**
- **Jacksonville Sheriff's Office**
- **Jacksonville Fire and Rescue**
- **Orlando Fire Department**

Women Recruitment Initiatives Across Florida: Alachua County

- **Alachua County Fire Rescue (ACFR)**
 - Implementation of the Firefighter Physical Ability Test (FPAT) from Orange County, Florida in lieu of the CPAT
 - ACFR says CPAT has an adverse effect on women
 - ACFR implemented FPAT at the beginning of 2021 and has put all current employees through the test to find the right cutoff time
 - Since using FPAT, ACFR has had significantly higher pass rates, especially among women
 - First time ACFR has had 3 female firefighters in one class

Women Recruitment Initiatives Across Florida: Jacksonville

- **Jacksonville Sheriff's Office (JSO)**
 - JSO hosted Facebook Live broadcasts earlier in 2020 focused on women in the agency in different roles
 - Broadcasts focused on attracting more females to the agency by showcasing the diversity in jobs in the agency and the ability of females to do all of them
 - Involved in activities with the PACE Center for girls and Junior Achievement, a non-profit youth organization
 - 4 of 6 recruiters at the JSO are female
 - They help raise awareness of females in law enforcement roles

Women Recruitment Initiatives Across Florida: Jacksonville

Position	Female	Male
Civilian	364	340
Corrections	198	521
Police (Sworn)	299	1,502
Total	861	2,363

Figure 1. JSO Faculty Positions – Female and Male.

Women Recruitment Initiatives Across Florida: Jacksonville

- **Jacksonville Fire and Rescue Department (JFRD)**
 - Apprentice program
 - Attracts females and helps with department diversity
 - JFRD also has private fundraiser promoted by the JFRD fire chief, Kevin Jones, where 1 female and 1 male student athlete are selected and awarded a scholarship/stipend to attend one of the 10 title one schools in the area
 - These athletes are mentored during their schooling/training

Women Recruitment Initiatives Across Florida: Jacksonville

Year	Female Count	% Female	Male Count	% Male	Employee Count
2021	192	11.0%	1561	89.0%	1753
2020	180	10.8%	1493	89.2%	1673
2019	177	11.4%	1378	88.6%	1555
2018	165	10.8%	1368	89.2%	1533
2017	135	9.9%	1233	90.1%	1368
2016	139	10.1%	1231	89.9%	1370
2015	142	10.3%	1243	89.7%	1385
2014	127	9.4%	1218	90.6%	1345
2013	115	9.0%	1156	91.0%	1271
2012	117	9.0%	1183	91.0%	1300
2011	119	8.9%	1219	91.1%	1338

Figure 2. JFRD Faculty Positions – Female and Male.

Women Recruitment Initiatives Across Florida: Orlando

- **Orlando Fire Department (OFD)**

- New marketing campaign including recruitment methods targeted toward women
 - Campaign will include various images and video of women from the OFD department
- Outreach of women for the OFD is conducted at women organizations and associations
- Creation of an Inclusivity and Equity Plan in 2020 which discussed gender equity initiatives

Women Recruitment Initiatives Across Florida: Orlando

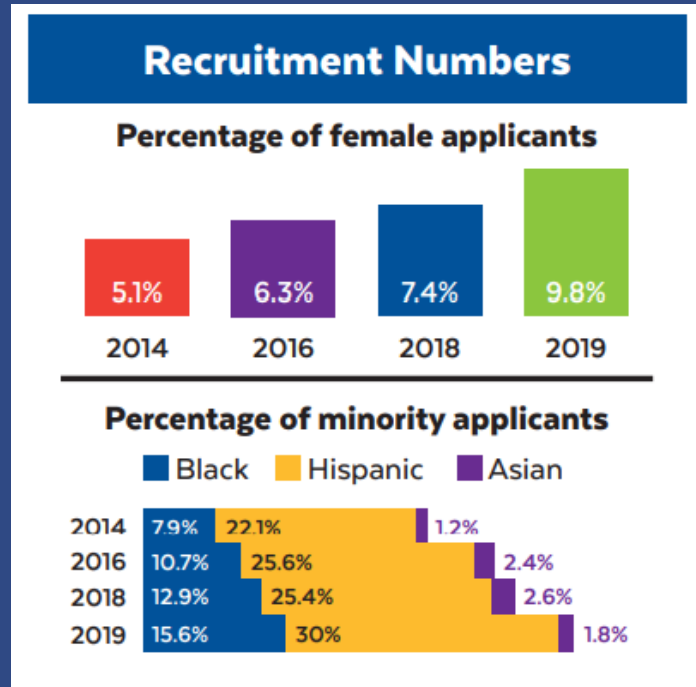


Figure 3. 2020 OFD Inclusivity and Equity Action Plan – Recruitment Numbers.

Risks/Benefits Analysis

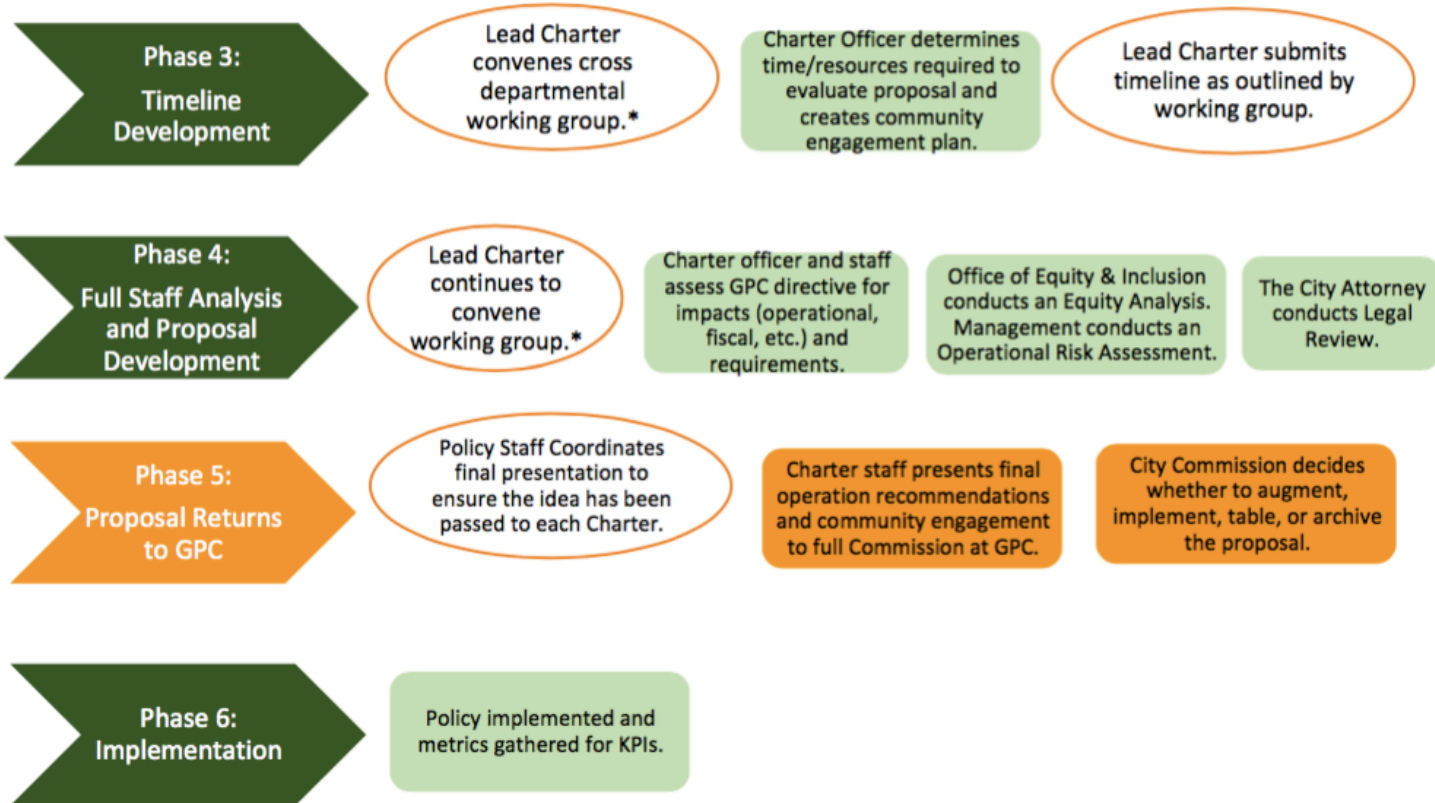
Risks

- Require additional funding and/or reallocation of existing resources
- Require training/office space, staffing reassignment, and/or new full-time employees (FTEs) as well as part-time employees (PTEs) to assist in program and/or policy implementation
- There may be criticism over an emphasis of specifically recruiting women to the fire and police forces.

Benefits

- Increase the participation of women in the GPD and GFD
- Allow for the GFD and GPD to develop a more robust hiring effort
- Foster new creative ideas to solve problems, increase efficiency, raise cultural awareness, and increase customer satisfaction
- Allow for a more equitable alignment of resources for training programming
- Allow for additional staff to cultivate programs and community partnerships

Policy Research Process





Discussion?