



## THE KALEIDOSCOPE GROUP, L.L.C.



# Diversity Education for Firefighters/EMS

### **Business Opportunity**

The firefighting culture is unique and has a rich history which has played a powerful role in saving lives and protecting people from danger. Within this culture, the concept of diversity also has a rich history ranging from meeting legal regulations to creating an environment that is inclusive so that all firefighters are able to effectively perform their duties and appropriately serve a culturally diverse world. Delivering educational sessions that address the dynamics of diversity in a way where all stakeholders from various backgrounds see the value is challenging. The Kaleidoscope Group diversity education can help your Department overcome this challenging but achievable objective.

### **Diversity Education Outcomes**

- Recognize the value and benefit of creating an inclusive environment
- Appreciate the contribution of others who are different
- Identify behaviors that undermine productivity and workplace relationships
- Understand how positive or negative reactions to difference affect work relationships
- Understand how well-managed diversity positively impacts firefighting productivity

### **Unique Attributes**

- Minimal lecture, highly experiential
- Capable Facilitators
- Practical, Applicable
- Real Discussions
- Non-attacking, Enjoyable
- Broaden dimensions without ignoring historically excluded groups
- Honor history while preparing for tomorrow
- Appeal to all audiences

### **Getting Started**

- Pre-training assessment
- Feedback and recommended learning solution(s)
- Design learning solution(s)
- Pilot learning solution(s)
- Prepare roll-out plan
- Implement Education

### **Delivery Options**

- Kaleidoscope Group delivery
  - 2 Facilitators – 1 day session
  - 1 Facilitator option – ½ day session
- Train-The-Facilitator
- 1 Kaleidoscope Group, 1 internal
- 2 Internal

### **Various Audiences**

- Chief's Staff
- Administrative Services
- Operations
- Employee Relations
- Fire Service
- Fire Fighting
- EMT

### **Contact Information**

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