



IAFF Human Relations

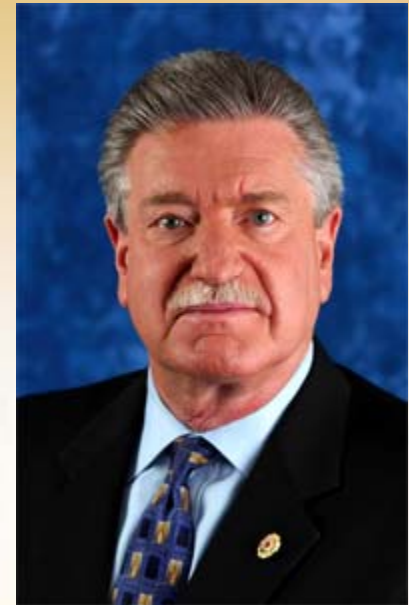
Building a Stronger Union



International Association of Fire Fighters

Message from the General President

“I am hopeful that we can establish in the hearts and minds of every fire fighter regardless of their gender, race, religion, or sexual orientation – and we are committed to making this happen – that this union is their home and that they will be embraced as our sister and brother.”



Harold A. Schaitberger



IAFF HUMAN RELATIONS: BUILDING A STRONGER UNION

Elected Human Relations Committee Mission

- Develop and recommend policies and procedures for local, state, and provincial affiliates to use as guidelines, relative to human relations' issues within the fire service.
- Assist IAFF membership in improving relations, as well as, promoting understanding between all brother and sister members.



Elected Human Relations Committee Objectives

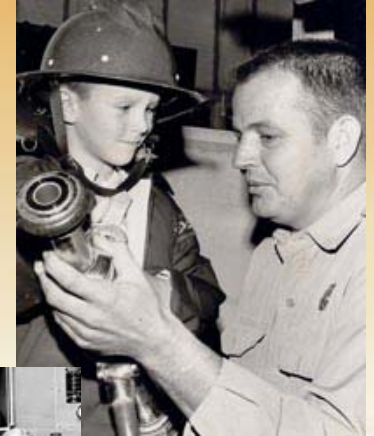
- Educate the IAFF membership regarding human relations issues within the fire service
- Encourage greater involvement of all members, in recognition of our diversity as it is an important component to the continued success of our International union.



Elected Human Relations Committee History

Significant Dates:

- 1986 *Resolution 47* recognized the need for IAFF involvement in civil rights issues
- 1988 *Resolution 61* created a standing committee that would deal with fire fighter civil rights



Elected Human Relations Committee Membership

Resolution 61 states that the Elected Human Relations Committee will have:

- One District Vice President to serve as chairperson
- Ten members elected at the IAFF Human Relations Conference
- Two members elected at the IAFF Canadian Conference



Elected Human Relations Committee Membership

Hispanic:	Place One and Two
Black:	Place Three and Four
Women:	Place Five and Six
White (male):	Place Seven and Eight
Other:	Place Nine and Ten
Canadian:	Place Eleven and Twelve <i>(elected at the Canadian Conference)</i>



Elected Human Relations Committee Services

- Provide technical assistance to affiliates on discrimination and harassment issues
- Counsel and advise locals through meetings with IAFF members and/or local committees and management
- Improve and expedite communications between the IAFF and affiliates through the Human Relations Conference



Local Human Relations Committees

Local affiliates can benefit from creating a human relations committee to prevent future problems and to resolve existing conflicts.



Local Human Relations Committees

Set-up Tasks:

1. Membership
2. Responsibilities
3. Recordkeeping
4. Meeting Protocol
5. Issues/Complaints



Local Human Relations Committees

Select Committee Members:

- Determine the number of members on the committee
- Determine if membership is by appointment or election
- Promote diversity on the committee
- Include leadership on the committee



Local Human Relations Committees

Determine Committee Responsibilities:

- Understand contracts, works rules, hiring and promotion practices, policies, etc.
- Establish rapport with various groups and governmental agencies
- Work in conjunction with Executive Board and the Grievance Committee
- Create both proactive and reactive approaches to promote diversity within the department and the local



Local Human Relations Committees

Manage Committee Recordkeeping:

- Establish a budget
- Maintain and file meeting minutes
- Report to Executive Board and membership as appropriate
- Maintain effective communications with local president concerning all issues reviewed by the committee.



Local Human Relations Committees

Running Meetings:

- Meet on a regular basis
- Regular meetings should be open to all members with enough notice provided



Local Human Relations Committees

Handling Complaints/Issues:

- Meet with affected members upon the initiation of a complaint
- Perform an honest and tactful investigation to determine validity of the complaint
- Brief leadership on the issue/complaint
- Do not infringe on duties and responsibilities of the Grievance Committee



IAFF Human Relations Initiatives



- Biennial Human Relations Conference
- IAFF Diversity Initiative
- IAFF/IAFC Diversity Initiative
- Online Resources
- Classroom Learning



Human Relations Conference

2002 Convention *Resolution 63:*

- Human relations issues to be incorporated in all efforts of the IAFF
- Elected Human Relations Committee members will serve four year terms instead of two year terms
- Human Relations Conference to be held biennially



Human Relations Conference

- The Ernest A. “Buddy” Mass Human Relations Conference is held biennially in January of even-numbered years
- More than 20 workshops and sessions
- Sessions taught by experts in inclusivity, IAFF Human Relations Committee members and IAFF instructors
- See www.iaff.org/hrconference for the latest information



IAFF Diversity Initiative

Purpose: To develop an IAFF-wide initiative for achieving a diverse fire service workforce through effective recruitment, selection and retention practices.



IAFF Diversity Initiative

Definition of Diversity

- Staffing in a 'diverse' fire department reflects the community served by that department.
- Anyone eligible for membership in the Association shall not be refused membership or, upon acceptance, be discriminated against because of race, color, creed, national origin, gender, sexual orientation, or by reason of disability.

IAFF Constitution and By-Laws, Article III, Section 1



IAFF Diversity Initiative

- Establish benchmarks for recruitment, selection and retention practices
- Determine best practices and problem areas
- Use technology to promote solutions



IAFF Diversity Initiative

Preliminary Lessons Learned:

- Review entry requirements
- Track recruitment – what sources are working?
- Know your target audience
- Make a personal contact
- Involve minority groups



IAFF/IAFC

Diversity Initiative

- Joint labor-management diversity training policy
- Compile best practices in diversity within fire service
- Integrate diversity through training and performance



Online Resources

Education Programs

www.iaff.org/et

- Job Aids
 - Local Human Relations Committees
- Online Modules
 - Local Human Relations Committees: Staying Productive and Energized



Online Resources

For the latest human relations stories and information, visit www.iaff.org/hr



Classroom Learning

Workshops

- Human Relations at the IAFF
- Local Human Relations Committees: Getting Started
- Local Human Relations Committee: Next Steps
- Making it Work: Addressing Work/Family Issues



Questions & Comments

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