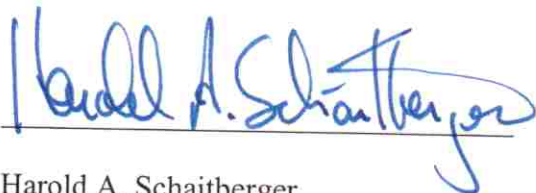


DIVERSITY PRINCIPLES

*Adopted by AFL-CIO Executive Council
August 2006*

The International Association of Fire Fighters (IAFF) commits that:

- The IAFF will work, to the maximum extent allowable by law, to promote diversity in the leadership of the IAFF, at every level within the IAFF structure, so that the leadership reflects the diversity of its membership. In order to accomplish this goal:
 - The IAFF will ensure that women and people of color have a voice in the direction and decision of the IAFF;
 - Paths to leadership, including mentoring programs, training, apprenticeships, and internships, for women, people of color, and lesbian, gay, bisexual, and transgendered (LGBT) workers also shall be provided; and
 - The IAFF will identify and implement other measures to promote diversity in the leadership of the IAFF at every level, including on its governing bodies.
- The IAFF commits itself to equal employment opportunity and reaffirms the importance and benefits of a diverse workforce that is inclusive of women, people of color, and LGBT workers at all levels within the IAFF. The IAFF will engage in outreach, training, leadership development, and other efforts to advance these goals.
- To ensure that the principle of equal pay for equal work is applied within the IAFF without regard to gender or race, the IAFF recommits itself to implementing pay equity at every level within the IAFF structure.
- The IAFF will identify and implement measures to promote diversity that reflects the membership of the IAFF among the delegates to the national/international IAFF convention.
- Demographic data on IAFF members, staff, and leadership shall be collected to facilitate programs of – and commitments to – full inclusion set forth above.



Harold A. Schaitberger
General President
International Association of Fire Fighters

4-11-07

Date