

HUMAN RELATIONS (HR)

PREPARING AFFILIATE LEADERS FOR TODAY'S CHALLENGES



HR CATALOG

Customized Training Events For
District, State, and Provincial Affiliates



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

Rev. Feb. 2023



HUMAN RELATIONS

Addressing Work/Life Balance (2 hours)

When it comes to daily life—children, spouse, parents, job, house, car and everything else—challenges arise and responsibilities overlap. Twenty-four hour shifts and missed holidays add to what a fire fighter juggles when it comes to work/family balance. This workshop provides local leaders and local human relations committee members with the tools to assist IAFF members in working out the issues between work and family.

Building an Inclusive Workforce: Reflecting the Communities We Serve (2 hours)

An inclusive and diverse workforce won't happen overnight — it takes a continuing, multi-year effort with the jurisdiction, the fire service management and the union to build a workforce that reflects the communities it serves. This workshop provides the education and information required for affiliate leaders to construct and implement recruiting and retention programs that will increase the diversity of their local's workforce.

Fire Station Facilities (2 hour)

Fire stations and fire halls are a historic and important aspect of the fire service and the community. They are meant to be a functional and efficient space for work, but they can also have a huge emotional and physical impact on those that work inside them every day. This course will explore how we appropriately honor traditions, while taking advantage of the improvements in health, resiliency, safety, diversity, and quality of work environment offered by evolving concepts in fire station design.

Generational Differences (2 hours) (Needs AV)

Currently, there are as many as four generations employed and working side by side in fire departments throughout the U.S. and Canada. Each generation brings its own individual values and behaviors and these can be a source of conflict in the workplace. This workshop will examine each of the four generations in a humorous way, providing a better understanding of generational behavior, the value that each generation brings to the workplace, why conflict exists among them, and identify communications styles that work for each.

Human Relations at the IAFF (1 hour) (Needs AV)

The fire service is composed of professionals that represent numerous populations differentiated by age, race, ethnicity, gender, language, religion, and sexual orientation, among others. Fire fighters serve equally diverse communities. While our human relations efforts tend to focus on the diversity within the fire service, it is imperative to remember that by drawing on the strengths of our differences, we can better serve those in our communities who do not fall into the majority. Participants will gain an understanding of the path the IAFF has taken to achieve our current human relations initiatives which have improved not only the quality of the workplace for our members, but in turn the service we provide to our communities.



Local Human Relations Committee: Getting Started (2 hours)

The IAFF recommends that every local establish a human relations committee. Establishing a committee is a proven way to help locals sort through the opportunities and challenges that diversity presents. It can assist locals in resolving conflict and developing a proactive strategy for change. In this workshop, affiliate leaders will learn about the benefits of having a local human relations committee and strategies for developing their own committee.

Local Human Relations Committees: Next Steps (2 hours)

Once you have developed your committee, you are ready for action. In this workshop, you will learn how to assess membership needs, develop and carry out long-term strategic plans, report progress to key stakeholders and devise strategies to fund your committee's activities. In addition, you will explore strategies for forming a cohesive team of committee members and learning how to keep them productive and energized.

Teamwork and Inclusion (2 hours)

Fire fighters put their lives and health at risk to save other people's lives and property; they don't stop to ask who lives in the burning building or for background information on the heart attack victim. At the same time, fire fighters need to bring that respect for community, diversity and ethics back to the firehouse, living up to their own – and their community's – highest standards for providing a safe, diverse and respectful workplace. Similarly, a station house must be a place where teamwork standards live up to fire fighters' – and their community's – standards for fairness and transparency. This workshop helps examine what it means to be a good team member, how to make effective changes in individual behavior and how to build a culture of teamwork that respects and embraces diversity and inclusion in the workplace.



Understanding Pregnancy and Parental Rights and Accommodations (2 hours)

Members who become parents face increased demands on their time and resources. Local leadership need to help ensure that the local employing agency complies with applicable federal, state/provincial, and local laws, allowing these members the leave time and medical accommodation they need as they build their families. In addition, this workshop reviews how local leadership can advocate for family-friendly local policies and laws.