

Windsor, Ontario February 12, 2014

A meeting of the **Diversity Committee** is held this day commencing at 3:00 o'clock p.m. in Room 407, 400 City Hall Square East, there being present the following members:

Councillor Ron Jones, Acting Chair
Svetlana Aseeva
Jason Beaudin
Pam Doxtator
Philippine Ishak
Sheza Khurshid
David Mungwete

Absent:

Mirza Baig
Nigel Couch
Kevin McShan
Paul Petahtegoose

Guest in attendance:

Bruce Montone, Fire Chief

Also present are the following resource personnel:

Gayle Jones, Diversity/Accessibility Officer
Mary Ellen Bernard, Manager of Social Policy & Planning
Mary Nouvion, Policy Coordinator, Human Resources
Karen Kadour, Committee Coordinator

1. **CALL TO ORDER**

Councillor Jones, Acting Chair calls the meeting to order at 3:00 o'clock p.m. and the Committee considers the Agenda being Schedule "A" **attached** hereto, matters which are dealt with as follows:

2. **INTRODUCTION OF MEMBERS AND WELCOMING REMARKS**

The members of the Diversity Committee introduce themselves and background information is provided.

3. **CONFLICTS OF INTEREST**

None disclosed.

4. **ELECTION OF CHAIR AND VICE CHAIR**

It is generally agreed the election of Chair and Vice Chair be deferred to a future meeting.

5. **PRESENTATION**

The Acting Chair introduces Chief Bruce Montone, Fire and Rescue Services. The PowerPoint presentation entitled "Diversity is Our Goal – Fire Chief Bruce Montone – Where Employment Equals Opportunity" is ***attached*** as Appendix "A". The highlights of Chief Montone's presentation are as follows:

- Basic requirements for Fire Departments to meet legislated requirements are Fire Prevention and Public Education including simplified risk assessment, smoke alarm program, distribution of public education information to community and fire safety inspections upon complaint or request.
- Windsor Fire & Rescue Services was established in 1849 and serves a population of 210,891. There are 290 career staff, 8 fire stations and 7,000 calls for service are received on an annual basis.
- The objectives of the 2014 Recruitment Campaign includes the attraction of: Females, Visible Minorities, Aboriginals, Gay, Bisexual, Lesbian, Transgendered (GBLT) and Persons with Disabilities (provided they meet or exceed the medical standards outlined in the NFPA 1582: Standard on Comprehensive Occupational Medical Program for Fire Departments)
- Recruitment will include partnering with Local Agencies that serve immigrants and who deal with diverse communities in Windsor.
- Dynamic recruitment video on City Website and on You Tube.
- Plant the Seed – Information sessions with young teens in high schools.
- The process to become a firefighter includes the following Phases:
 - Phase 1 –Applications
 - Phase 2 – Written Testing (includes two tests)
 - Phase 3 – Physical Testing
 - Phase 4 – Personal Interviews

In response to a question asked by J. Beaudin regarding the current number of firefighters, Chief Montone responds there are 40-50 firefighters plus 16 administrative personnel.

Discussion ensues regarding “non visible” disabilities including persons with autism and mental illness. M. Nouvion reports the Human Resources Department has excellent corporate training relating to non visible disabilities.

The following comments are provided as they relate to Chief Montone’s recruitment presentation:

- Financial assistance required for the application fee. Asks if Ontario Works will assist with the application fee.
- Suggestion to attend St. Clair College to enroll in courses to assist in qualifying to be a firefighter (although quite costly).
- There is an investment in the testing process with no guarantee of being hired.
- Persons who are GLBT – not a safe place for these individuals to work as there is fear in being found out.
- Suggestion for Chief Montone to provide his presentation at Windsor Pride.
- The Chief reports there are presently gay firefighters within the organization. Some are known and some are not known.
- Target youth who have completed high school and hold a career fair at various venues, i.e. the Windsor Mosque.

6. BUSINESS ITEMS

6.1 Review of Mandate/Terms of Reference

G. Jones requests the Committee review the Mandate/Terms of Reference and provide input at the next meeting.

6.2 Review of Committee Structure and Subcommittees

G. Jones provides an overview relating to the function of Advisory Committees, Standing Committees and Subcommittees.

6.3 2014 Work Plan and Priorities

It is generally agreed the 2014 Work Plan and Priorities be deferred to the next meeting.

7. DATE OF NEXT MEETING

The next meeting will be held at the call of the Chair.

8. **ADJOURNMENT**

There being no further business, the meeting is adjourned at 4:40 o'clock p.m.

COUNCILLOR RON JONES, ACTING CHAIR

COMMITTEE COORDINATOR

AGENDA
DIVERSITY COMMITTEE: ONE CITY, ONE PEOPLE
meeting held Wednesday, February 12th, 2014
at 3:00 o'clock p.m.
Room 407, 400 City Hall Square East

1. **CALL TO ORDER**

2. **INTRODUCTION OF MEMBERS AND WELCOMING REMARKS**

3. **CONFLICTS OF INTEREST**

4. **ELECTION OF CHAIR AND VICE CHAIR**

5. **PRESENTATION**
 - 5.1 **Windsor Fire and Rescue Services -Recruitment-** Attracting candidates reflective of the diverse community we live in (Presentation and then questions and input to follow)

6. **BUSINESS ITEMS**
 - 6.1 **Review of Mandate/Terms of Reference** (*attached*)
 - 6.2 **Review of Committee Structure and Subcommittees**
 - 6.3 **2014 Work Plan and Priorities**

7. **DATE OF NEXT MEETING**

8. **ADJOURNMENT**



Diversity is our Goal

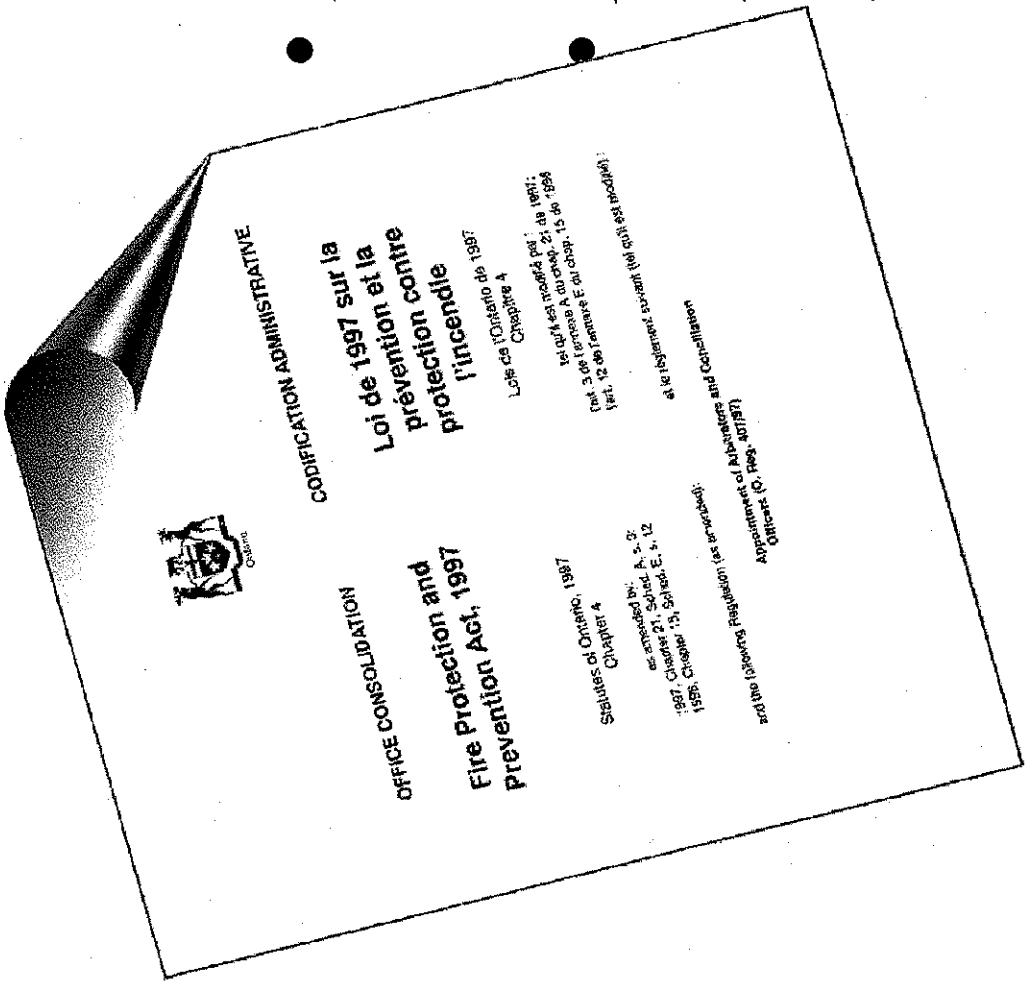
Fire Chief Bruce Montone

Where Employment Equals Opportunity!

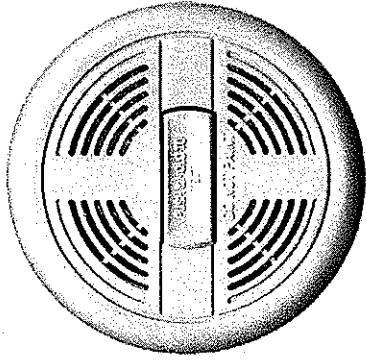


• **LOCAL NEEDS & CIRCUMSTANCES**

• **Assisted by Municipal Fire Protection Guidelines**



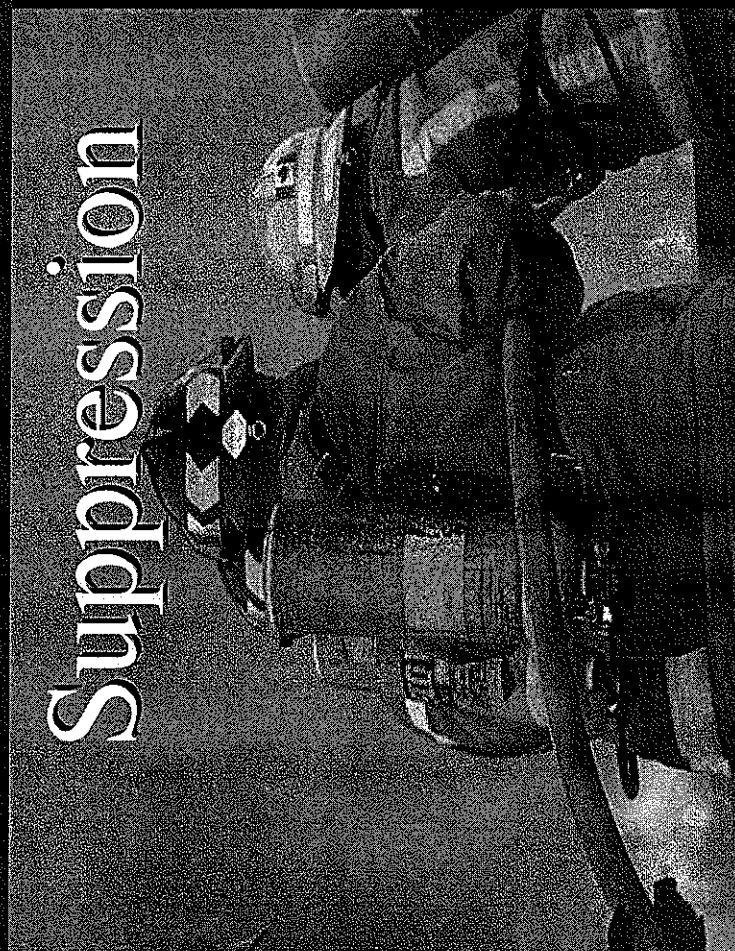
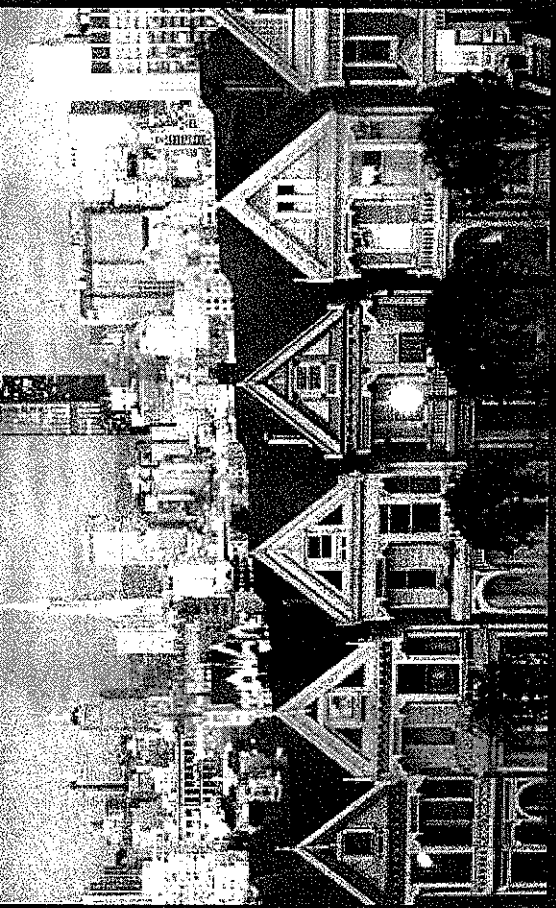
Basic Requirements for FDs to meet Legislated requirements



- **Fire Prevention & Public Education**
- Simplified risk assessment
- Smoke alarm program / escape planning
- Distribution of public education information to community
- Fire safety inspections upon complaint or request



Standards



Suppression

Comprehensive Model

Built-In
Suppression

Detection

Fire Prevention

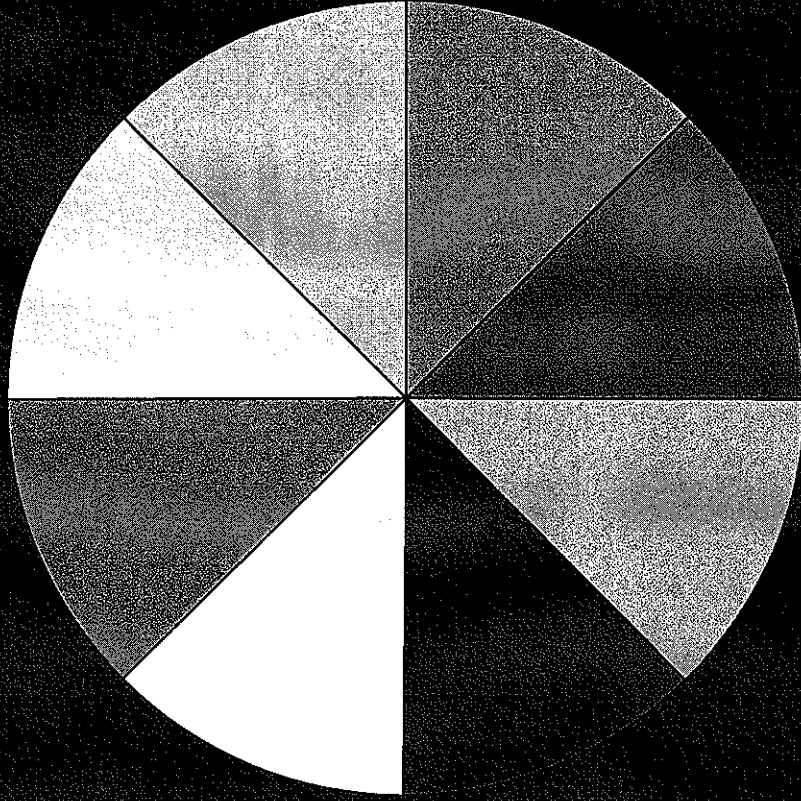
Impact of Fire

Intervention Time

Attitude

Fire Ground
Effectiveness

Fire Risk



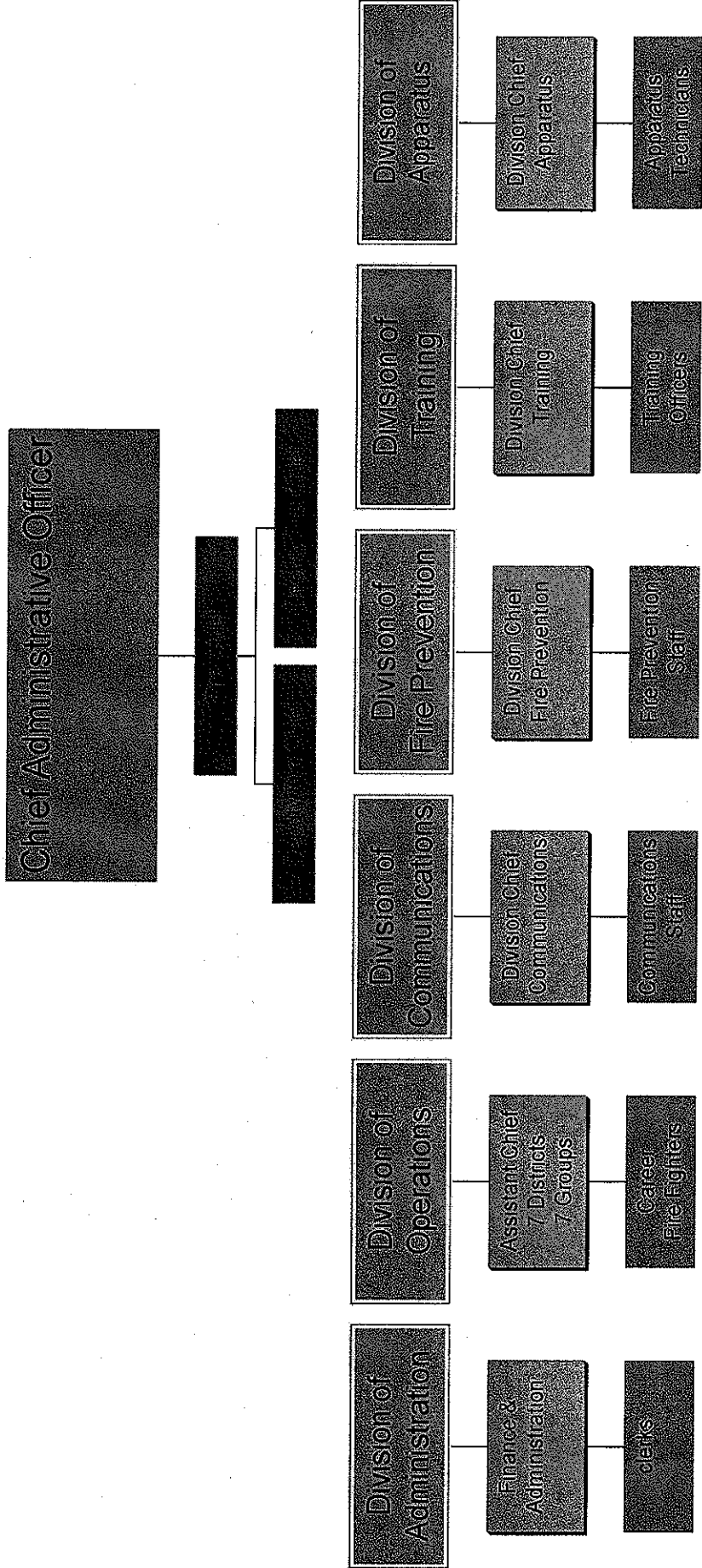
**WHAT IS BEST, FOR
THE RESIDENTS WE
SERVE ?**

Windsor Fire & Rescue Services

- Was Established in 1849
- Fire Services Area of 146.91 sq. km.
- 210,891 population
- 290 Career Staff
- 8 Fire Stations
- 7,000 calls for service

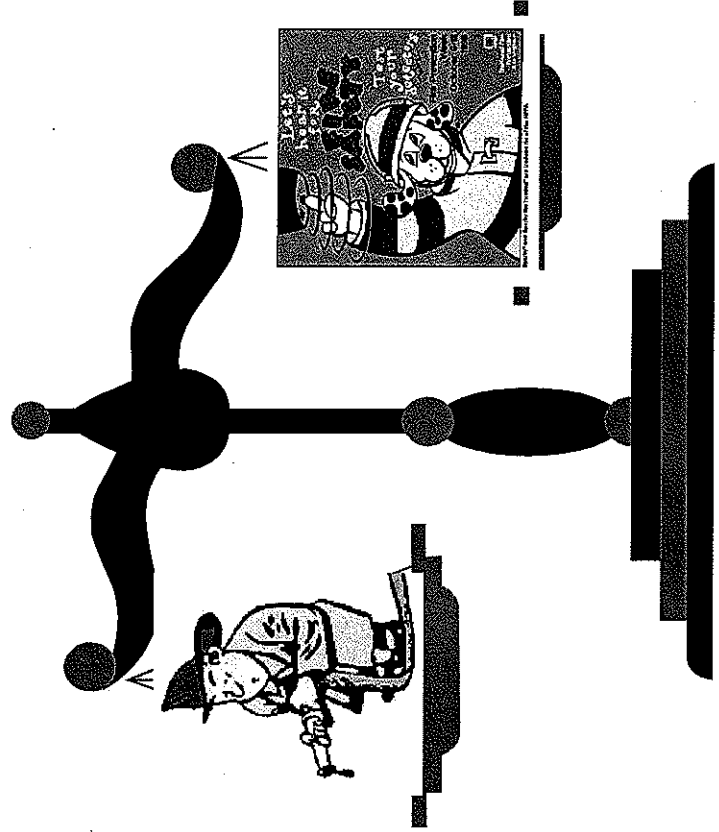
Organization

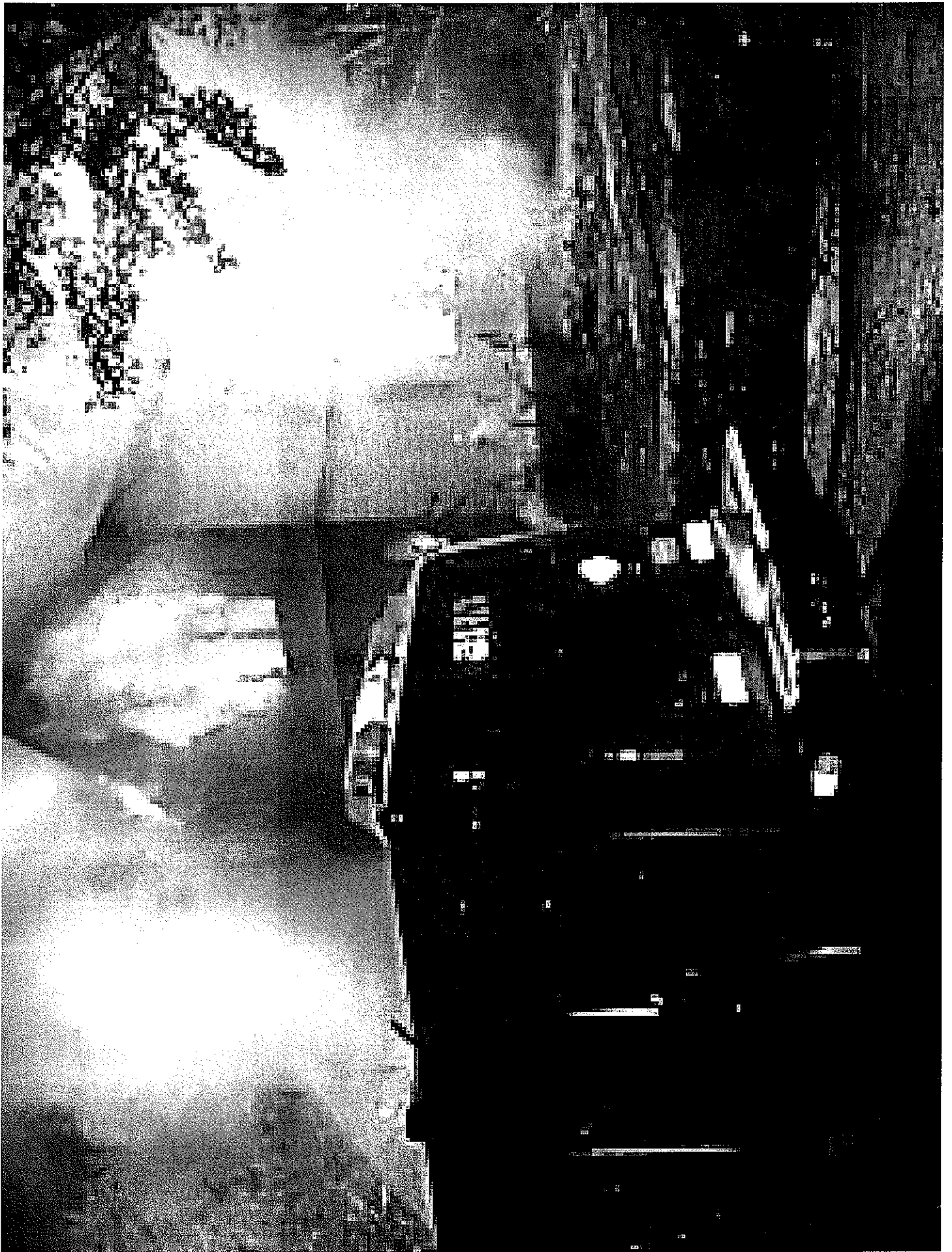
Windsor Fire and Rescue Services





**•Shifting the emphasis
to meet our Obligations**







This years Recruitment Campaign

*****will be focused on individuals that may not have considered a career in the fire service.*****

Our Objectives include the Attraction of:

•Females, Visible Minorities, Aborigines, GBLT and Persons with Disabilities (providing they meet or exceed the medical standards outlined in NFPA 1582: Standard on Comprehensive Occupational Medical Program for Fire Departments)

“Designated Groups”

Our Mosaic!

Top 5 mother tongue other than French and English

Arabic **9550**

Italian **6395**

Chinese **3035**

Spanish **2585**

Polish **2500**

27% of Windsor's population are new comers

New Initiatives

- Partnering with Local Agencies- Serving Immigrants, other agencies that deal with diverse communities within our City.
- Dynamic recruitment video on City website and on You-tube.
- Plant the Seed – Information sessions with young teens in high schools.
- Attendance at *more* community events

The Process

Phase 1 – Applications

Phase 2 – Written Testing – (includes two tests)

Cooperative Personal Services

(Written/Oral comprehension, Mech. Aptitude, Mathematics and Interpersonal relations)

Occupational Specific Fire Fighter

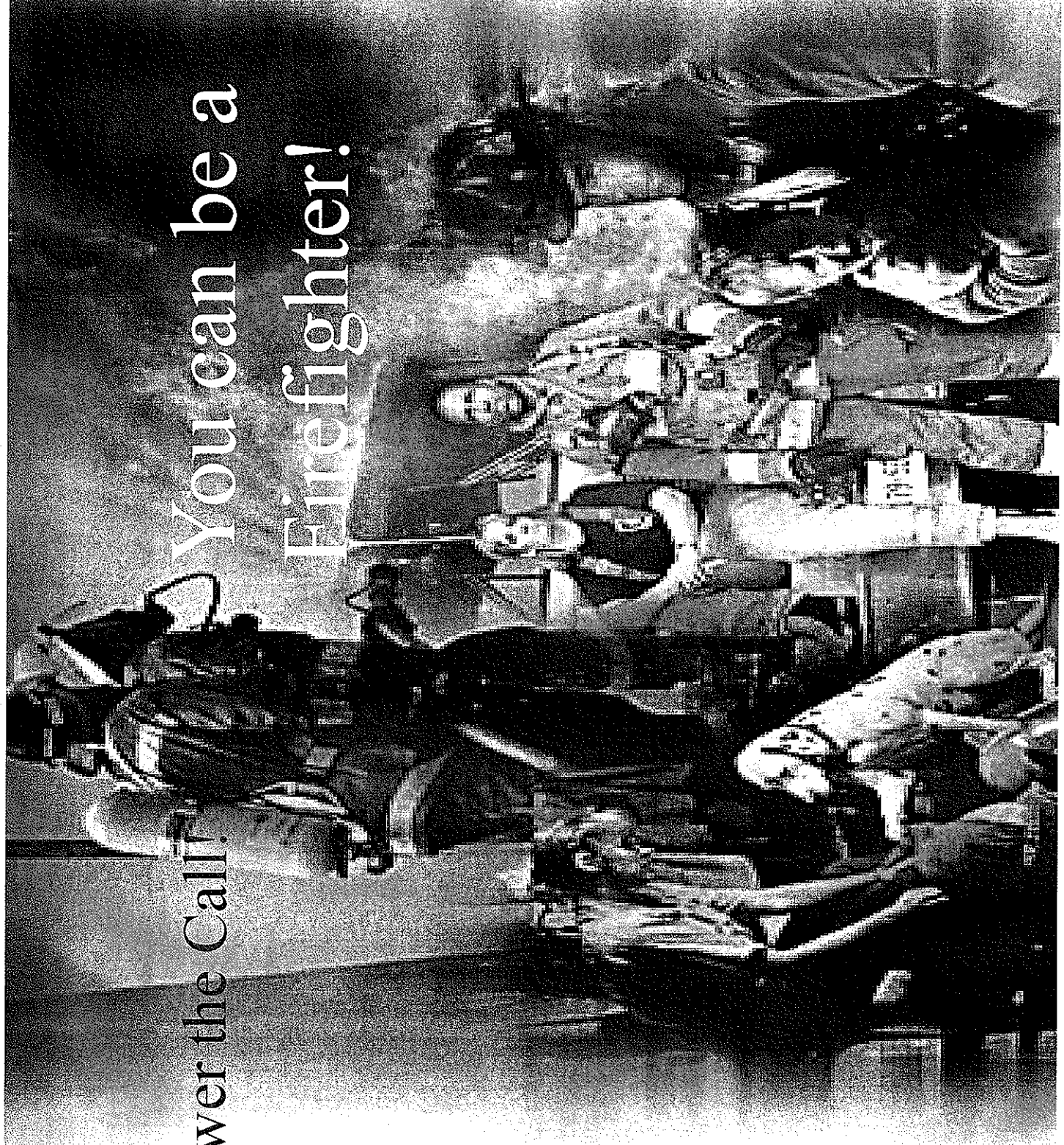
(stress, teamwork, decision-making and working within a command structure)

Phase 3 – Physical Testing

Phase 4 – Personal Interviews

Answer the Call!

You can be a
Firefighter!



Fire Fighter Recruitment

2012 Fire Fighter Recruitment - General Information

2012 Fire Fighter Recruitment Fitness York Test Results

2012 Fire Fighter Recruitment Written Test Results

City of Windsor Fire Fighter Recruitment FAQ



Fire Fighter Recruitment

We're looking for men and women who represent the very best of their community.

Firefighters are ranked #1 among Canada's most trusted and respected professionals*, ahead of pharmacists and airline pilots. And in for those who qualify in Windsor, the career prospects are excellent: superb training, world-leading competitive teams, and a supportive environment that promotes personal growth and advancement.

*National poll, *Reader's Digest Magazine*

Have you got what it takes to rise to your community's most demanding challenge?

Upcoming Recruitment

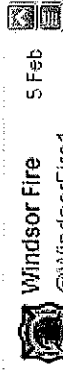
Recruitment for fire fighters is currently closed. Check back for updates on the next recruitment cycle when it is announced. To learn about other positions available at the City of Windsor, including Windsor Fire & Rescue Services, visit our Current Job Postings page periodically and also General Supply Positions.

For general information, contact 311. For detailed inquiries, contact:
Human Resources Department
400 City Hall Square East, Suite 408
Windsor Ontario N0A 7K6

Twitter @WindsorFire1

Tweets

Follow



5 Feb

WFRS on scene of fire @ 486 Bruce. Fire contained to 1 unit in building. Fire is out, crews ventilating smoke & checking 4 extension*LT Expand



31 Jan

Cause of fire at 1794 Dominion could not be

Tweet to @WindsorFire1

Related Links



Careers with Windsor Fire & Rescue Video (YouTube)

Windsor Fire & Rescue Services
Your official source for information on Windsor Fire & Rescue is windsorfire.com

Current Job Postings



Questions ?