

# Diversity Matters in Public Safety



*Hampton*  
VIRGINIA PUBLIC SAFETY  
FIRE AND POLICE

Hampton City Council

June 14, 2017



# Comparative Diversity Statistics (Fire & Police)

<b>FIRE</b>	<b>Average</b>	<b>Caucasian</b>		<b>Af. Amer.</b>		<b>Asian / PI</b>		<b>Hispanic</b>	
	<b>National</b>	<b>88.6%</b>		<b>8.1%</b>		<b>0.8%</b>		<b>9.2%</b>	
	<b>Regional</b>	<b>78.8%</b>		<b>10.7%</b>		<b>1.4%</b>		<b>2.5%</b>	
		Male 76.9%	Female 6.9%	Male 9.5%	Female 1.2%	Male 1.2%	Female 0.2%	Male 2.2%	Female 0.3%
	<b>Hampton</b>	<b>78.6%</b>		<b>14.3%</b>		<b>2.2%</b>		<b>3.9%</b>	
Male 70.7%		Female 7.9%	Male 13.6%	Female 0.7%	Male 1.8%	Female 0.4%	Male 3.9%	Female 0.0%	

<b>POLICE</b>	<b>Average</b>	<b>Caucasian</b>		<b>Af. Amer.</b>		<b>Asian / PI</b>		<b>Hispanic</b>	
	<b>National</b>	<b>80.8%</b>		<b>13.5%</b>		<b>2.3%</b>		<b>14.1%</b>	
	<b>Regional</b>	<b>77.0%</b>		<b>15.1%</b>		<b>2.7%</b>		<b>5.0%</b>	
		Male 62.9%	Female 14.1%	Male 11.9%	Female 3.2%	Male 2.2%	Female 0.5%	Male 3.9%	Female 1.1%
	<b>Hampton</b>	<b>67%</b>		<b>24%</b>		<b>3%</b>		<b>7%</b>	
Male 56%		Female 11%	Male 20%	Female 4%	Male 2%	Female 1%	Male 6%	Female 1%	



# Recruiting and Outreach (**Fire** & **Police**)

- ✦ In FY 2017, the Fire and Police Divisions' recruitment teams participated in more than 30 recruiting and outreach events
- ✦ Such events occurred in the following areas:
  - ❖ Higher education facilities
  - ❖ Current and retired military members expos
  - ❖ Youth outreach locations (general and minority-based)
  - ❖ General and targeted career fairs

# Public Safety Recruiting & Outreach



## Fire

- ✦ Citizens Fire Academy
- ✦ Hiring Process Orientation
- ✦ Camp Fury (for female youth)
- ✦ Camp Prospect (for male youth)
- ✦ Volunteer recruitment
- ✦ Public Education Forums
- ✦ Public Safety Education and Outreach (K-5)
- ✦ Various public demonstrations
- ✦ Recruitment and job fairs

## Police

- ✦ Police ride-along
- ✦ School Resource Officers
- ✦ Explorers Program
- ✦ Police Cadet Program
- ✦ Citizen's Police Academy
- ✦ Auxiliary Police Program
- ✦ Host community forums
- ✦ Participate in speaker's bureau
- ✦ Recruitment and job fairs



# Law and Public Safety Academy



- Hampton's fire and police partners will participate in classroom instruction for, and training of, high school students



- Direct link to engaging interested students before graduation



- Best chance to recruit Hampton students into local fire, police, emergency management, legal, and similar professions





# What Are We Doing To Improve Diversity & Recruitment?

- ✦ Examine, validate, and re-affirm validity of hiring processes
- ✦ Monitor effectiveness of recruitment and outreach efforts
- ✦ Examine outreach efforts in minority places of assembly
- ✦ Offer remedial and supportive services to recruits and new hires
- ✦ Build an Employee Referral Network
- ✦ Encourage Open House Sessions
- ✦ Conduct EEO City-wide Employee Forums
- ✦ Support Academies of Hampton Law and Public Safety Academy



# Summary

- ✦ Compared to national and regional ethnicity statistics, both **Fire** and **Police** compare favorably or are on par with national and regional statistics.
- ✦ **Fire** and **Police** both have recruitment teams representative of the city's demographics
- ✦ More than 30 recruiting and outreach events are held or attended annually, many of which include minority groups.
- ✦ The Academies of Hampton Law and Public Safety Academy begins soon, and will reach students of all ethnicities at an earlier age.



# Questions?

## PUBLIC SAFETY FIRE AND POLICE



The Hampton Division of Fire and Rescue's mission is to provide excellent service which exceeds customer expectations.

The Hampton Police Division is committed to preventing crime and enforcing laws through problem-solving partnerships.

