

MOTION

Women make up 3.5 percent of the roughly 3,450 sworn personnel at the Los Angeles Fire Department (LAFD). The persistently low representation of women at LAFD reflects paltry numbers nationally. A 2018 survey conducted of local and municipal fire departments across the country showed that the share of professional firefighters who are women is around 4 percent.

According to the United Fire Service Women— an organization created to support and advocate for the welfare of women in the San Francisco Fire Department— the San Francisco Fire Department has one of the largest populations of female firefighters in the country, 15.3 percent.

As the City with the third largest Fire Department in the country, it is important that we are working to achieve higher levels of diversity. While the City Council has made numerous efforts in departments Citywide, including the appointment of our first female Fire Chief, there is still much more work to be done.

I THEREFORE MOVE that the Fire Department report back on the number of women currently serving in the department, by classification. This report should include sworn and civilian positions.

I FURTHER MOVE that the Fire Department report back on recruitment efforts that are aimed to increase the number of women in sworn and civilian positions throughout the entire department.

I FURTHER MOVE that the Fire Department, in collaboration with the Personnel Department, report back on the retention rate of women throughout the Department. This report should include recommendations for how the Department will improve retention rates going forward.

I FURTHER MOVE that the Fire Department, in collaboration with the Personnel Department, report back on promotional opportunities within the department and the number of women being promoted throughout the Department.

PRESENTED BY:

MONICA RODRIGUEZ  
Councilwoman, 7th District

SECONDED BY:

ORIGINAL

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