WOMEN IN FIRE

COMMITTED TO CHANGE

2021 INTERNATIONAL CONFERENCE

REGISTRATION

SEPTEMBER 28TH - OCTOBER 1ST, 2021
SPOKANE, WASHINGTON

FOR MORE DETAILS: WWW.WOMENINFIRE.ORG
<table>
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<tr>
<th>Dates</th>
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<th>Cost on or Before 7/1/21</th>
<th>Cost After 6/30/21</th>
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</table>
| A. Sept 28 – Oct 1 Full Conference w/ Nozzle Forward or Stress Inoculation | • Nozzle Forward: Tuesday & Wednesday  
• OR Stress Inoculation (Tuesday & Wednesday)  
• Tuesday Evening Meet & Greet  
• Wednesday Evening Networking Event  
• Thursday Sessions  
• Thursday Evening Reception & Auction  
• Friday Sessions | Member $655  
Non-Member $705 | Member $705  
Non-Member $755 |
| B. Sept 28 – Oct 1 Full Conference w/ 2 days of HOT Classes and/or Workshops | • HOT Classes and/or Workshops: Tuesday – Wednesday (Nozzle Forward/Stress Inoculation not included)  
• Tuesday Evening Meet & Greet  
• Wednesday Evening Networking Event  
• Thursday & Friday Sessions  
• Thursday Evening Reception & Auction | Member $655  
Non-Member $705 | Member $705  
Non-Member $755 |
| C. Sept 29 – Oct 1 Full Conference w/ 1 day of HOT Classes and/or Workshops | • HOT Classes and/or Workshops: Wednesday (Nozzle Forward/Stress Inoculation not included)  
• Tuesday Evening Meet & Greet  
• Wednesday Evening Networking Event  
• Thursday & Friday Sessions  
• Thursday Evening Reception & Auction | Member $515  
Non-Member $565 | Member $565  
Non-Member $615 |
| D. Sept 30 – Oct 1 Full Conference | • Wednesday Evening Networking Event  
• Thursday & Friday Sessions  
• Thursday Evening Reception & Auction | Member $375  
Non-Member $425 | Member $425  
Non-Member $475 |
| E. September 28 – 29 Nozzle Forward OR Stress Inoculation Only Or 2 Days HOT/Workshops Only | • Nozzle Forward: Tuesday & Wednesday  
• OR Stress Inoculation (Tuesday & Wednesday)  
• Tuesday Evening Meet & Greet  
• Wednesday Evening Networking Event | Member $280  
Non-Member $330 | Member $330  
Non-Member $380 |
| F. Sept 28 OR 29 1 Day HOT Classes Only | • 1 Day of HOT Classes or Workshops: Tuesday OR Wednesday (Nozzle Forward & Stress Inoculation not included) | Member $200  
Non-Member $250 | Member $250  
Non-Member $300 |
The options below are for guests of attendees or for events not included in your registration package. Please check above to see if they are included in your choice of registration.

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<tr>
<td>G.</td>
<td>Sept 28</td>
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<td>J.</td>
<td>Oct 1*</td>
<td>5K Fun Run</td>
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TOTAL OWED: 

Nozzle Forward is a separate 2-Day HOT Classes.
You must sign up for either Package A or E to attend Nozzle Forward or Stress Inoculation.

You may sign up for the 5K separately (attached) if you wish to have that cost separated from your Conference total.

CLASS CHOICES

Depending on the Conference Package chosen, please choose your HOT Classes or Workshops accordingly.

Package B is two days of HOT and/or Workshops.
Packages C and F are one day of HOT and/or Workshops.
A combination of 8 hour and 4 hour classes can be chosen.

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<tr>
<th>HOT &amp; WORKSHOPS</th>
<th>8-hour classes:</th>
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<tr>
<td>HOT</td>
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<td>WORKSHOPS</td>
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<td>Tuesday &amp; Wednesday Sept 28-29</td>
<td>Morning Classes (4 hours)</td>
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<td>(Packages B, C or F)</td>
<td>□ Forcible Entry (HOT)</td>
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<td>□ Search &amp; Rescue (HOT)</td>
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<td>□ Building Resilience (WORKSHOP)</td>
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<td>□ What’s in Your InBox (WORKSHOP)</td>
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<td>□ Challenging Sexism and Racism (WORKSHOP)</td>
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<td>□ Respect our House: Extinguishing Bullying *WORKSHOP</td>
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Note:
Classroom sessions on Thursday & Friday do not need to be chosen ahead of time.
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Rank (mark all that apply):  

- □ Fire Chief  
- □ Chief Officer  
- □ Company Officer  
- □ Firefighter  
- □ Paramedic  
- □ EMT  
- □ Other ____________________________________________________________________

Type of Department:  

- □ Career  
- □ Volunteer  
- □ Combination

PAYMENT INFORMATION

- □ Check here if paying by check. Please make check payable to Women in Fire.
- □ Check here if paying by debit or credit card. Complete the information below.

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All cancellations must be sent via email to staff@womeninfire.org by August 25th, 2021, and may incur a $50 cancellation fee.
COMMITTED TO CHANGE
2021 INTERNATIONAL CONFERENCE

CENTENNIAL HOTEL

SEPTEMBER 28TH - OCTOBER 1ST, 2021
SPOKANE, WASHINGTON

HTTPS://SHOWS.PREFERRED1.COM/EVENTS/IW21

$118 PER NIGHT, PLUS TAXES & FEES

FOR MORE DETAILS: WWW.WOMENINFIRE.ORG
WOMEN IN FIRE

FUN RUN

A FUN RUN TO SUPPORT A NON-PROFIT CHOSEN BY THE SPOKANE FIRE DEPARTMENT

10.01.2021
#WOMENINFIRE5K2021

5K

- RATE: $30
- START: 8:00 A.M.
- BIB NUMBERS AND T-SHIRTS FOR ALL REGISTERED

SPOKANE CITY PARK
BEGINNING ON BACK DECK OF THE CENTENNIAL

FOR MORE DETAILS: WWW.WOMENINFIRE.ORG
5K REGISTRATION ONLY

PLEASE COMPLETE THE FOLLOWING INFORMATION:

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Billing Address

| City | State | Zip |

ALL REGISTRATION FORMS CAN BE SENT VIA EMAIL or MAIL

kcox@womeninfire.org

Women in Fire
1707 Ibis Drive
Buffalo, MN 55313
WOMEN IN FIRE

WORKSHOP AND CLASSROOM SESSIONS

PLEASE NOTE

CHANGES TO THE SCHEDULE MAY BE MADE AS NECESSARY.

FOR MORE DETAILS: WWW.WOMENINFIRE.ORG
7 Deadly Sins of the Situationally Unaware
Mike Gagliano
Description coming soon.

Achieving Behavior Change in Your Community Through a Multidisciplinary Approach
Jamie McIntyre
Sarah Foley
Description coming soon.

Adaptive Fireground Management
Chris Naum
Description coming soon.

Addressing Suicide: A Proactive Approach to First Responder Mental Wellness
Dena Ali
Students learn the importance of proactive mental health as a means to combat the many mental health disorders that are common among first responders. These include depression, addiction, anxiety, and Post-Traumatic Stress Symptoms. Tragically, when not addressed, the end result of each of these can be suicide. As first responders, when we think of mental health disorders, we often think in terms of us vs them. We believe that our responsibility to our community means we can never show any sort of weakness. This misperception can lead members to suppress emotions and fail to address the underlying causes that can build into crisis.

Ante Up Your Membership
Valerie Solano
You will always need to invest something to win the pot. If you are fortunate, the more you have to invest, the greater the reward. If you are the most fortunate, you may be able to invest an ante for someone else to win the pot. What are you doing to invest in the people that surround you for your time at work? Why is it important that you do so?

Studies show that mentorship increases employee engagement, retention, commitment and inclusion. Mentorship has contributed to the success of businesses, militaries, professional sports teams, and yes, even your local fire station. But how do you know when you are ready to be a mentor? How do you know when you need a mentor? Come learn how mentoring, championing, and investing in the future of others will develop yourself into your highest potential.

Beyond the Burns; Lessons Learned
Angela Hughes
Description coming soon.

Breaking our Silence
Jona Olsson
When good people are silent, they allow racism, sexism, homophobia, transphobia, anti-Semitism, anti-Islam, and all other forms of oppression to persist unchallenged. Fire service personnel should be inspired and equipped to provide respectful support and advocacy, rooted in justice, for their colleagues and all communities they serve. Personnel must also be trained and empowered to intervene in oppressive or hurtful behaviors they witness. In this session, participants will practice their skills of intervening in oppressive behaviors while working to re-build trust, using real-life, fire service scenarios.
Building on Peer Support

Dena Ali

This presentation is designed to teach members and leaders the components of a working peer support program. We explain how we developed the North Carolina Peer Support Team and how we built resources for the team. We also discuss partnerships with other national leading peer support programs. Peer Support Training provides an introduction to the techniques of emergency responder psychological first aid as it is provided to firefighters by firefighters. It is in line with the National Fallen Firefighters’ Foundation’s Everyone Goes Home project and the 13 the Life Safety Initiative: Firefighters and their families must have access to counseling and psychological support services.

Students learn the components of behavioral health and the commonality of behavioral health disorders. They learn how to actively listen and be there for other members in need, but more importantly, they learn resources available for themselves and others. Peer supporters recognize that their job is not to counsel or solve another member’s problem, but to simply be there, nonjudgmentally, and know the resources available.

Building Resilience

Taylor Montey

This workshop examines how life in the firehouse can affect your psychological, physiological, social, and emotional health. It will give you tools for building resilience and reducing stress. Discussion goes beyond post-traumatic stress disorder and firefighter suicide. We will also examine an in-depth look into the stressors of the job; such as interpersonal relationships, pressures of performance, and the effects of shift work. The workshop helps participants recognizes areas of stress in their own lives, and walks participants through activities that help them recognize areas for improvement and implement resiliency techniques. This class offers a fun workout (for all abilities) to experience and reinforce what is learned in class. Please, bring or wear your workout clothes and get ready to have fun and get stronger mentally and physically!

Buildings on Fire: Tactical Risks for the First Due

Chris Naum

Arriving companies and personnel at today’s structure fires must be able to rapidly and accurately identify key elements of a building, process that data based upon a widening field of variables present on today’s evolving fireground and implement timely actions that address prioritized actions requiring intervention. This program will present tactical risks and key considerations for the First-Due Company, Company Officer and Commander affecting and influencing operational risk management, command and tactical safety and tactical protocols based upon occupancy risks, reading the building and adaptive management principles. Integrated into the program are key LODD lessons and learnings for today’s demanding fireground.

Challenging Sexism & Racism

Jona Olsson

The fire service culture still struggles with the legacy of its all-male history. Sexism looks different in 2020, but sexist attitudes, behaviors and policies still discourage, demean, and oppress women. Today racism still divides our nation, our communities and our departments. Racism and sexism, the prejudices and stereotypes have predictable results: many firefighters of color and women are harassed, isolated and unsupported, while many white and male firefighters feel threatened. Sexism and racism take a daily toll on personnel health and mission effectiveness. Participants will practice their skills of intervening in oppressive behaviors using real-life, fire service scenarios.

Civil Treatment: Creating a Civil, Inclusive and Productive Work Environment

Mallary Tytel
Our rights are designed to protect individuals from unfair treatment whenever and wherever it occurs; and employees must have the resources to address the destructive issues that workplaces face every day. That’s where Civil Treatment comes in, recognizing that civility, belonging, and respect are a professional necessity, not a professional nicety. This workshop will address your organizations’ urgent priorities: sexual harassment, bullying, and inclusion. At the end of this presentation you will be able to: 1. Understand how professional and fair conduct furthers your mission and goals. 2. Articulate law versus policy and your own responsibility to prevent, correct and detect issues as they arise. 3. Identify two concepts of Civil Treatment that affect the work of your own teams.
Community Messaging Saves Lives

Michelle Young

How community Warnings, engagement and pre-planning saves lives in the middle of disaster. Michelle was the Operational Commander during the recent Wild fires in Queensland and while houses and infrastructure were lost in the disaster NO lives were lost! This lecture will discuss how proper valuable engagement can occur the systems and processes in place for before, during and after an incident. How volunteer community educators can assist the community to Plan, react and recover from disaster. How to overcome complacency, how municipalities have shared responsibility, what other organisations can assist in fire and emergency situations. Holding Community Consultative meeting – dealing with local issues.

Creating a Peer Support Team in Your Organization

Jennifer Burrier

Based on a hybrid model between ICISF’s debriefing and defusing, IAFF’s Peer Support Training, and NFFF’s Stress First Aid. Our Department has had great success implementing this type of Team, and I would be interested in sharing this information with other Departments to ensure care for firefighters and EMT’s internationally. Workshop would allow participants a planning session to get started on their organization’s unique challenges.

Developing a Digital Public Information Presence

William Delaney

As more and more news organizations across the country cut staff and streamline, they will seek cost effective and simple ways to collate and distribute newsworthy items. The reality is fire departments that can produce, promote and distribute their own video, photo, audio, and written content can communicate directly with residents as well as get priority placement on digital news platforms.

Developing Your Social Media Brand

William Delaney

In this day and age, a Chief level officer needs to have a social media presence. Many jurisdictions and political leaders are seeking Fire Chief candidates who understand and know how to leverage social media. Developing an effective social media “brand” will serve as a fantastic marketing/promotional instrument that will add to the professional tool box. In addition to enhancing professional opportunities, understanding how to leverage this tool will assist with external and internal communication in the community you serve.

Fire in Command: The Art of Size Up and Set Up of the Fire Scene

Patricia Connolly

In this fun, fast paced class students will learn the critical art of sizing up fire scenes and directing next due resources. Through sets and reps of residential, multi-occupancy, and commercial structures students will build confidence in their size-ups and command skills. The class will discuss critical fire ground factors, strategy decisions, and creating an incident action plan. The class will also examine critical fire ground issues every fire commander should recognize and address to keep crews safe when working on fire scenes.

Firefighter Fitness: Training the Brain to Perform Fitness

Angela Teal

Firefighter fitness has traditionally centered around strength and endurance, but have you ever thought about the mental component of fitness? For the muscle to move there needs to be a neural connection from the brain to the muscle nerve synapse where an action potential can be initiated to compel the muscle to move, lift and react to what is asked of the muscle group by the brain. The firefighter needs to develop these neural connections to move and learn a safe and effective body alignment for their optimal body structure which will reduce injuries. A culture of optimal physical performance can emerge from the old traditions of exercise as
punishment for the rookie firefighter. In the new tradition of safety where a senior firefighter can watch rookies perform exercise and correct body structural deficits that can appear with the fatigue of performance. This paper will help those that are struggling to find the fitness needed for developing their inner athlete to perform as a tactical athlete.
Health & Fitness for the Female Firefighter
Jennifer Macallair  
David Chen
It is no secret women face unique physical and mental obstacles when it comes to choosing a career in the fire service. As a personal trainer and an instructor, I find myself giving advice, tips, or techniques, to women frequently, that they had never considered prior. Chances are, they either trained or worked with men, who had the brute strength to do the same movement and no other alternatives were given to them, leaving a lot of us to figure it out on our own, or worse, being injured utilizing. Instead of blending in or finding ways to avoid certain areas of the job, this program provides functional movements, specific to the challenges women face in the fire service today.

How Cultural Changes Can Save Our Own Lives
Susanne Klatt
Culture and values have a huge impact on how people decide and which actions they take. This applies to everyone, also the fire service. When comparing LODD’s and fireground injuries, the USA lead many countries in these numbers, Germany among them. Training standards and safety regulations are undoubtedly very important for fireground safety, but they won’t be effective if we don’t apply them. So, what hinders us? This workshop will investigate some cultural and psychological aspects of safety and risk-taking propensity in the fire service. We can learn by comparing our fire service cultures and we value risk-taking or risk aversion.

Ignite the Conversation;  Extinguish the Fire
Shelly Carter
This class is an interactive, open and honest conversation about women in the fire service. Too many times, we find that people (male and female) rarely have an opportunity to freely talk about their experiences with discrimination, sexism, fear and ignorance regarding women in the perverbial boys club known as the fire service. This class will allow a safe place to have the conversation and clear up some myths about female firefighters.

Know Yourself, Know Your Value - The Oral Resume
Heidi Simon
So, you think this class is about assessment center stuff? Yes, and SO much more! Oral resume and presentations are coming back as standards in promotional testing, are you ready? Regardless of your promotional status, it’s time to take a good self-inventory and recognize your strengths and accomplishments.

This class will give you tools to help prepare yourself for an oral resume/presentation but more importantly, it will help you see your own unique and wonderful self in a different way. Not many of us are comfortable talking about ourselves and our talents, but we all need to recognize our value to the job/community/world. Come take a look at your strengths and abilities that have molded you into the person you are. Present yourself with poise, pride and a new sense of confidence and share the value you add to the fire service and beyond!

Leadership Revival with CPR
Jamie Howarth
Fire Service culture is changing. The view of "be seen and not heard" is no longer accepted as a "best practice" for training and mentoring of new firefighters. Making the junior officers of today into tomorrow’s organizational leaders requires a new approach. By using "(C)ourtesy", "(P)rofessionalism", and "(R)esponsibility" we can change the culture, develop our members, and create exceptional leaders for the organization. This class will explain how this can be achieved and why C.P.R can be used effectively in the changing culture of today’s fire service.
Leading and Communicating Across Gender Lines

*Rachelle Strawther*

Description coming soon.
Leading the Search: Evolving Your Department's Search Culture

Ashley Engler
Has Search and Rescue slipped into a lower priority on your department's Fireground? Complacency kills when the mindset is assuming the structure is unoccupied, vacant or abandoned. This class will focus on how to reengage individuals to Expect Victims and Expect Fires on a daily basis. Creating a positive mindset to change your department's Search culture. Students will be given multiple examples of the class methodology on how the instructors have successfully changed the cultures within their organizations.

Mentoring
Michelle Young
Description coming soon.

Nutrition 101
Kevin George
Learn about the Macros, Building a Meal Plan, and Implementation

 Recruiting for All the Right Reasons
Terri Reid
Description coming soon.

Resolving Internal Discriminatory Conflict
John Murphy
Conflict is a part of everyday life whereas harassment and discrimination should not be a part of that life. Conflict ranges from the simple question of what to wear or what to eat to the more complex conflicts of dealing with personnel or organizational issues that seem to slow the organization down and could be destructive to the organization if not resolved. There are adequate laws in place to prevent discriminatory conflict and the department’s obligation to the safety of its firefighters is to develop a set of enforceable policies that mirror’s applicable state and federal laws that prevent discrimination and harassment. All too often, the anti-discriminatory laws are known to fire department leadership who unknowingly or knowingly fail to address the issues of conflict in the department. This class is designed to assist Chiefs, staff officers and firefighters understand how harassment and discrimination create conflict in their organizations and steps to take to identify, prevent and mitigate workplace conflict dealing with discriminatory actions.

Respect Our House; Extinguishing Bullying
Alisa Arnoff  Carol Brown  Shelly Carter  Dr. Sabrina Ricks
Everyone in fire and EMS is entitled to work in a safe and respectful environment. However, there are a few members who do not portray the values of the service and bully others. Are you prepared to stand up for yourself or a co-worker when a bully strikes? This participatory class will help you understand the real impacts of bullying, give you tools and options to combat bullying and help you become a more effective leader when dealing with unacceptable behavior. Your workplace environment is up to you; it’s up to all of us to Extinguish Bullying Now!

Respect Our House; Extinguishing Bullying Train-the-Trainer
Alisa Arnoff  Carol Brown  Shelly Carter  Dr. Sabrina Ricks
This 4-hour workshop accompanies the Respect Our House course and allows you to become an instructor for the IAFC Bullying, Harassment and Workplace Violence Task Group. This interactive class gives you the foundation on how to prepare to teach the Respect Our House class as well as all the class materials you need to instruct on your own.
The Task Group has simple requirements and guidelines that we will ask you to follow once you become one of our Trainers. Due to the nature of Respect Our House, we also encourage you (but not required) to get a ‘buddy instructor’ from a nearby department in order to help get this important message on ‘Extinguish the Bullying’ out to the fire service. When you leave this class, you will have not only all the information you need to instruct it, but will also get practice teaching portions of the class. You will learn to successfully manage your time as an instructor, answer student questions and feel confident to teach an important and much needed topic.

Note: Attending the entire Respect Our House - Extinguish Bullying class is required prior to attending the Train The Trainer course. We also require a minimum of the Fire Instructor 1 certificate as well as previous teaching experience (we do not recommend that this class become one of your first to instruct). Come help us make a difference in the fire service!

**She Wins, You Win:  7 Surefire Ways to Score in Leadership**  
* Tiffanye Boyd-Wesley

Utilizing the RESHAPE 911 model of winning, the instructor will deliver powerful and game changing steps to score big in the game of leadership. The class will explore seven pivotal topics to winning in a male dominated field including: being a Role model, setting Expectations, letting go of the fear to Shift, having Honest conversations, holding people Accountable, setting Plans and goals and being intentional with Execution. Class participants will be challenged in mindset and behavior in real life scenarios.

**The Things I Wish They Would Have Told Me**  
* Trisha Wolford

A leadership class built on the soft skills, hard skills and a “to-do” list of what I wish I would have known before I took my next promotion. The class is focused on the rank of Lieutenants and Captains. The lecture will cover the characteristics of a leader and the tips and tricks I have learned over the last 5 years as I have moved up the ranks. The lecture closes with a lengthy to-do list, stating “if you aren’t doing these things, than you are behind on your level of preparedness for the next rank”.
Utilizing Data to Justify Organization Growth  
*Allen G. Lewis*

How do you convince the decision makers to which you report that you need additional staff, funding, or equipment to carry out your organization's mission? Multiple examples are used from the presenter's own department in which he has been able to facilitate almost doubling the number of employees while generating an additional one million in EMS revenue annually. Participants will be shown why knowing your audience and developing personal relationships with your city manager, city councilors, mayor, or other decision making body are key to successful funding requests. The attendees will be challenged to view their own funding requests from the perspective of a decision maker in order to make the most compelling argument.

What's in Your InBox? Promotional Prep Tools to Manage Your Inbox  
*Heidi Simon*

Are you ready to become an officer? Do you have the tools not only to test but to manage your day effectively and efficiently?? THIS CLASS IS FOR YOU! Simple methods to triage your day and ensure you are covering all bases; and how to present those in a succinct method during the testing process. This class includes instruction, application and presentation practice. Gain real-life tools that you can apply to your everyday station management and leadership!

When I Doubt Myself and Other Women  
*Jona Olsson*

Leadership in the fire service, regardless of rank or role, demands self-confidence, a trust of one’s own knowledge, judgment and capabilities. While most women have successfully challenged sexist comments, behaviors, policies and organizational structures to get to their positions, the impact of internalized sexism often still holds us back - since a lifetime of sexist messages causes us to doubt our judgment, our competence, our leadership capacity. We’ll examine how our doubt affects our leadership, training, support of other women firefighters. Strategies will be offered to identify and to confront internalized sexism. – to help every woman, at any level of the fire service – perform her very best.

Women in Fire – Worldwidely  
*Mira Leinonen*

We will go through what is happening worldwide for women in fire and rescue services. The questions to be answered are: what is the number of women in the services in different countries? What are the challenges? How about the best practices? Is there something that we can learn from each other? Which countries have a network for women in fire and rescue? Participants will be able to ask questions and participate in discussions.