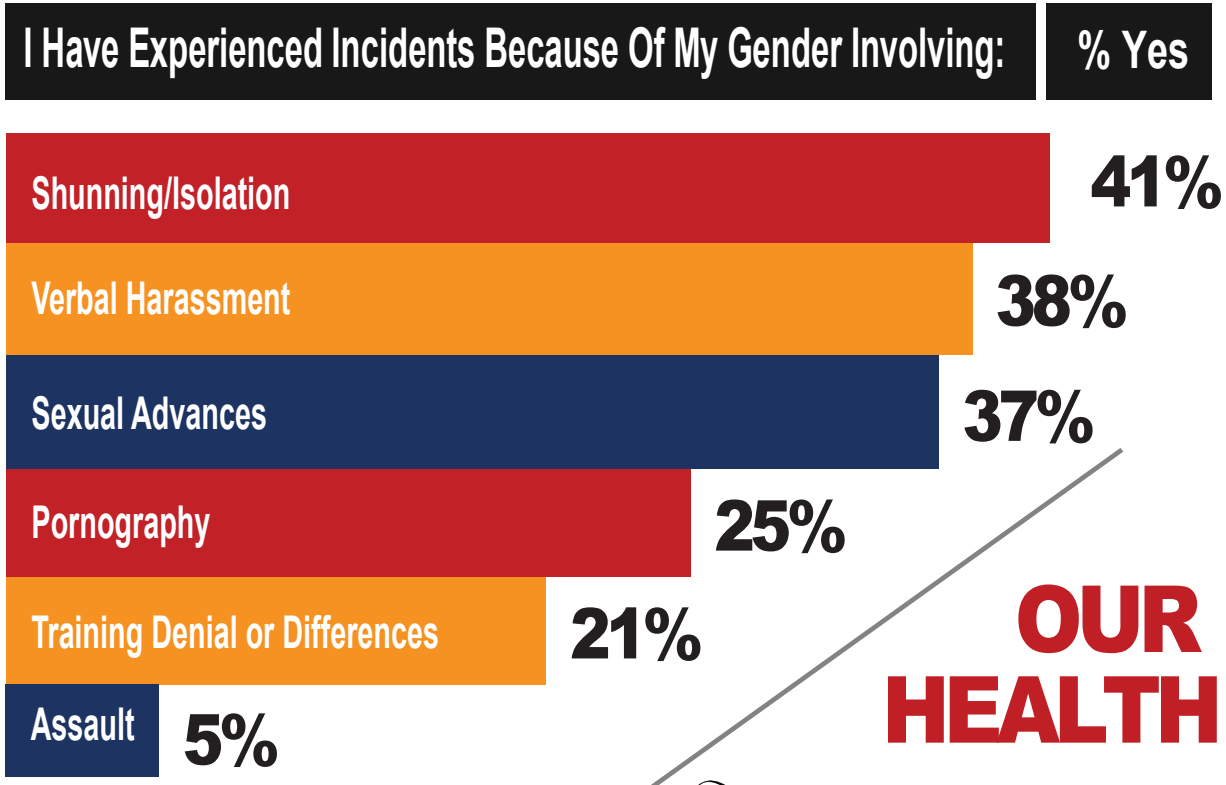
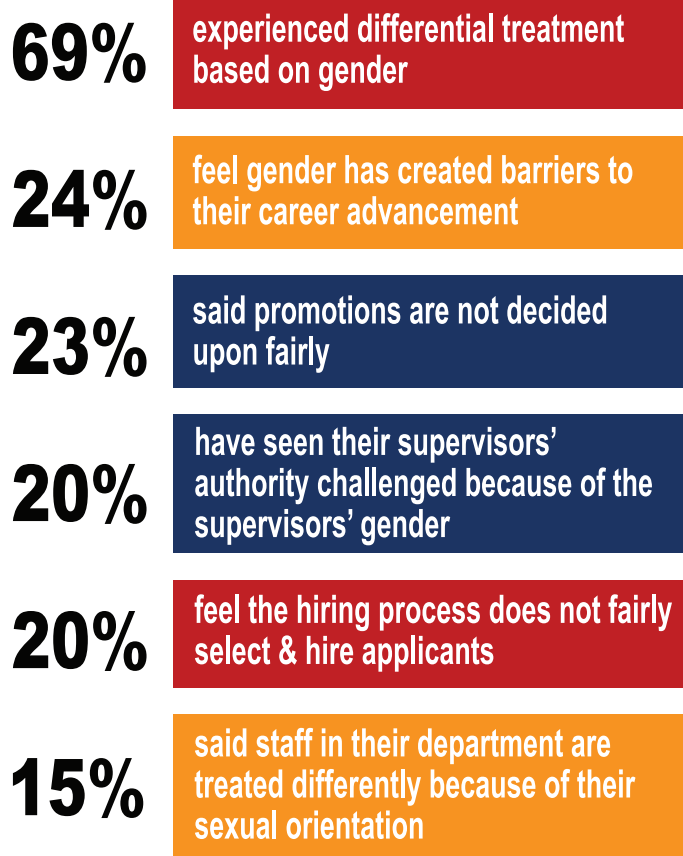


Identifying the current state faced by members of underrepresented groups in

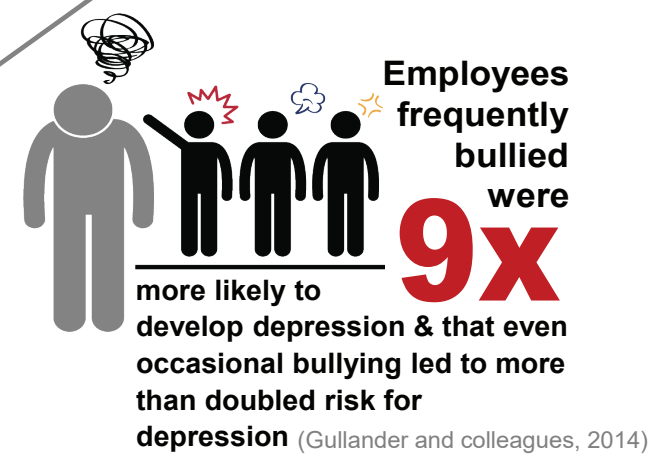
# TODAY'S FIRE SERVICE

In a study of 1,773 female firefighters...

## OUR PEOPLE



## OUR HEALTH

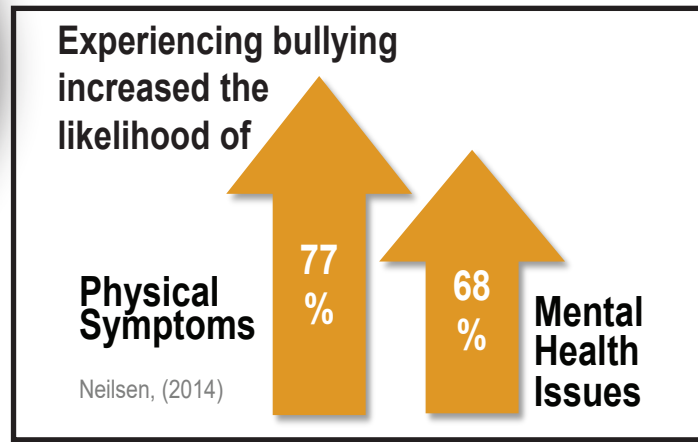
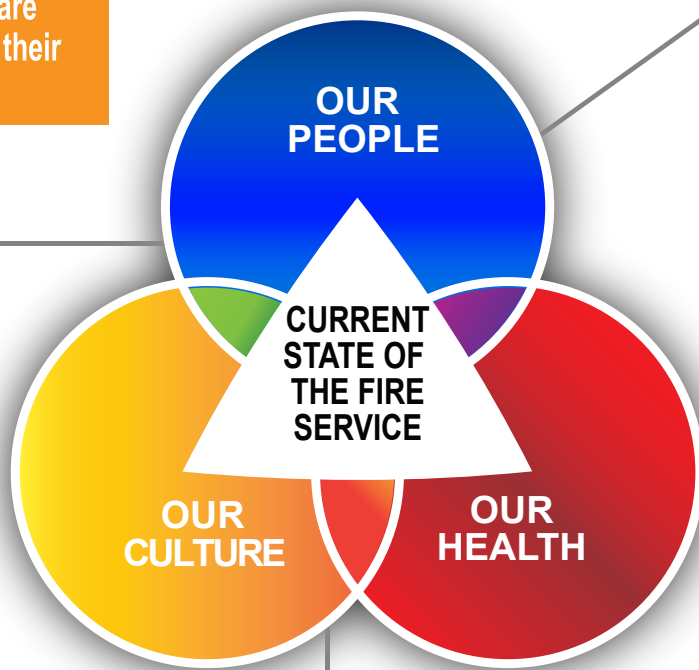
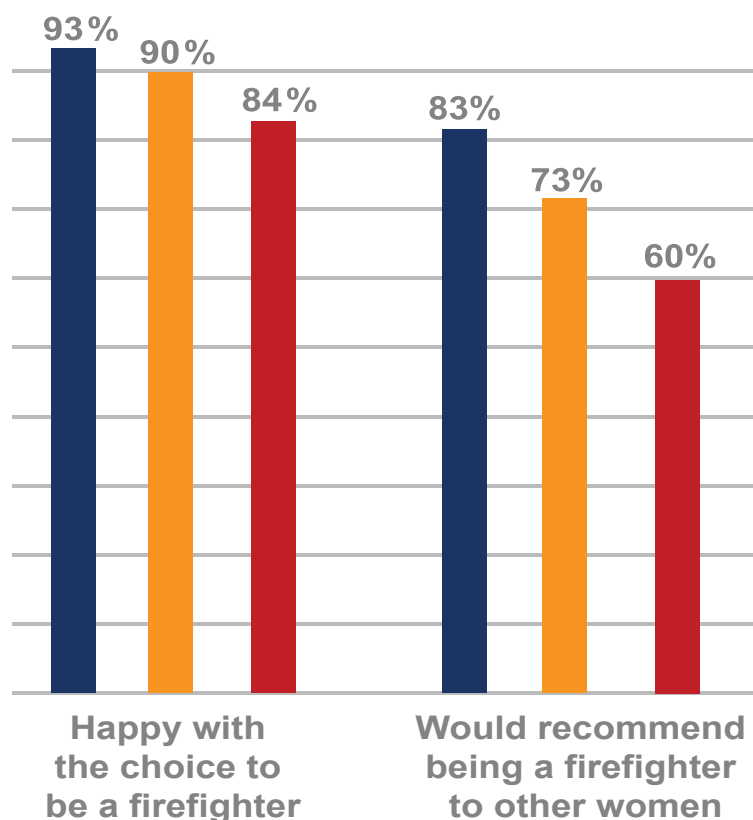


## OUR CULTURE

Even with some negative experiences... Most women still **LOVE** this job

Frequency & Severity of Discrimination/Harassment

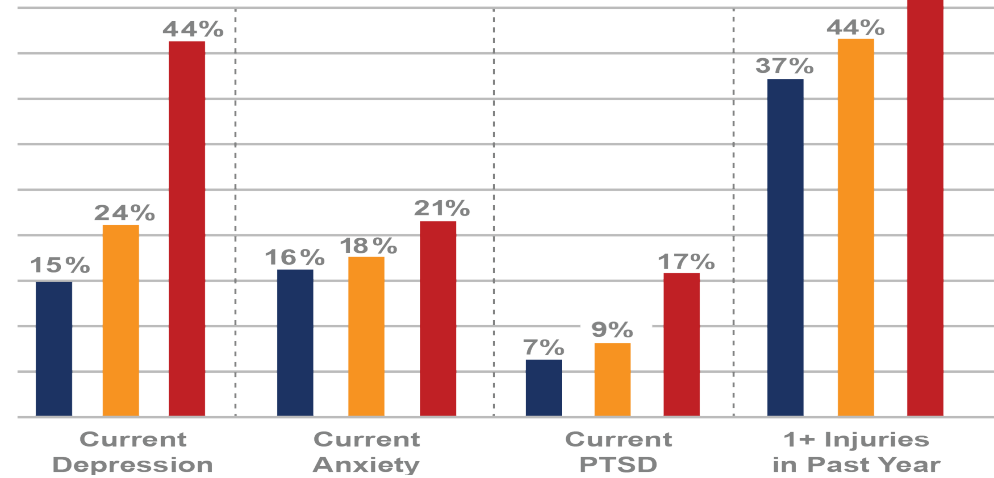
Never Moderate Often



Workplace bullying more heavily impacts women & persons of color (Attell, et al. 2017)

Increased Discrimination & Harassment = Worse Health

Impacts of discrimination & harassment on women's mental health



Frequency & Severity of Discrimination/Harassment

Never Moderate Often



Source: 2022 ALTS & Human Relations Conference, Women in the Fire Service  
Dr. S. Jahnke, Dr. B. Hollerbach, Dr. M. Koepfel, Except Where Noted