TODAY's FIRE SERVICE

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

OUR PEOPLE

69% experienced differential treatment based on gender

feel gender has created barriers to their career advancement

said promotions are not decided upon fairly

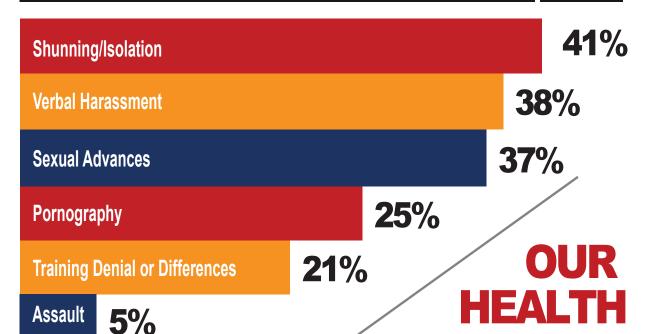
have seen their supervisors' authority challenged because of the supervisors' gender

feel the hiring process does not fairly select & hire applicants

said staff in their department are treated differently because of their sexual orientation

I Have Experienced Incidents Because Of My Gender Involving:

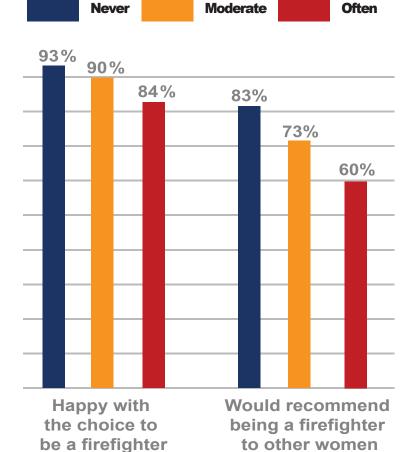
% Yes



OUR CULTURE

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

Frequency & Severity of Discrimination/Harassment



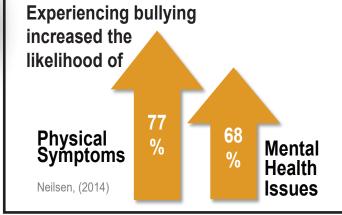
WOMEN IN

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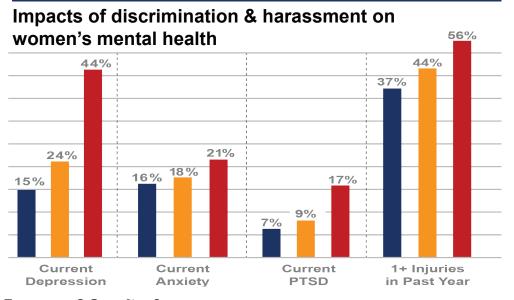


Employees
frequently
bullied
were
more likely to
develop depression & that even
occasional bullying led to more
than doubled risk for
depression (Gullander and colleagues, 2014)



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

Increased Discrimination & Harassment = Worse Health



Frequency & Severity of Discrimination/Harassment

Never Moderate Often

