

WASHINGTON

FIRE CHIEFS DEI COMMITTEE

**EQUITY
FRAMEWORK**

2025



ABOUT THE FRAMEWORK

The Equity Framework aims to empower those seeking to promote equity in public services by providing resources to guide personal growth and transform organizational culture. The equity framework outlines a simple structure to examine systems and policies through an equity lens, considering how different groups may be impacted. The goal is to identify and eliminate barriers that result in inequities so that all people, regardless of identity or background, have access to opportunities to thrive.

There are a few key components to implementing an effective equity framework. First, data should be collected and analyzed to reveal where disparities exist between groups. Next, root causes of inequities must be explored, such as implicit bias or lack of cultural competency. Then, specific action plans can be created targeting those root causes. For instance, training on unconscious bias could be required, or hiring practices could be revised to mitigate bias. Finally, progress must be continually monitored over time and adapted to community changes. While challenging, this work promises significant benefits, from stronger business performance to living our core values more fully.

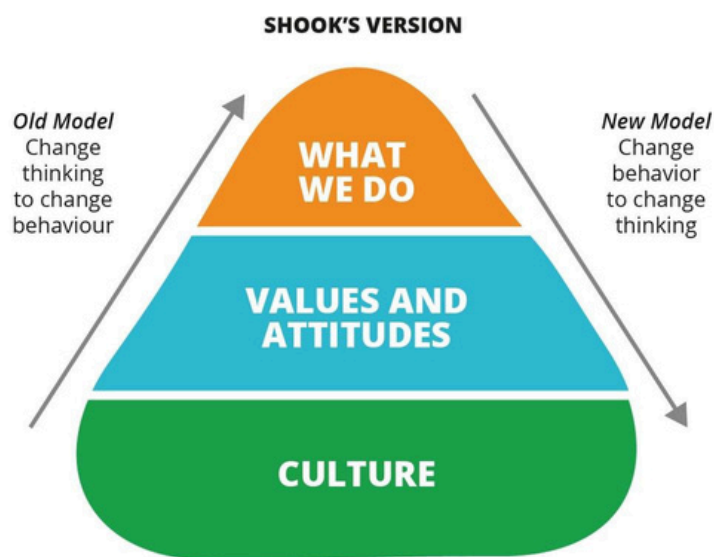
LAND & LABOR ACKNOWLEDGMENT

We respectfully acknowledge we occupy the traditional ancestral lands, air, sky, and water from which we benefit today as the traditional ancestral lands of all Washington State Tribes, people that are still here, continuing to honor and bring to light their ancient heritage. We honor with gratitude the land itself and the Native communities.

We recognize and acknowledge the labor upon which our country, state, and institutions are built. We remember that our country is built on the labor of enslaved people who were kidnapped and brought to the U.S. from the African continent and recognize the continued contribution of their survivors. We also acknowledge all immigrant labor, including voluntary, involuntary, trafficked, forced, and undocumented peoples who contributed to the building of the country.

CULTURE CHANGE

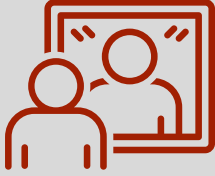
Culture is what happens day-to-day. People in a department experience the organizational culture through their interactions with their leadership and team members. They experience the company culture through the systems, policies, tools they use, and how decision making happens. A cultural change is an organization's commitment to change. It's the process in which an organization encourages team members to adopt behaviors and mindsets that are consistent with the organization's values and goals. Ensure stakeholder participation while communicating and demonstrating the change, again and again .



EQUITY TOOLS

VISIT WWW.WFC.ORG TO LEARN MORE

SELF ASSESSMENT



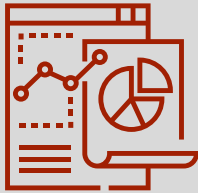
Self-assessment tools are designed to help you explore your strengths and growth areas in learning related to diversity, equity, and inclusion.

DEPARTMENT ASSESSMENT



Organizational assessments aim to understand internal processes and outcomes to explore your departments equity capacity and identify priorities for strategic planning.

DEI COMMITTEE DECISION MAKING TOOL



Tool that can be immediately applied to governance board meetings, command staff meetings, and all other department meetings.

COUNTY DEMOGRAPHIC DASHBOARD



Washington demographic estimates by county. Hover over the geographic area to see county population.

THE FIRE SERVICE AND INCLUSION



An article highlighting the outcome benefits and importance of integrating inclusion into the Fire Service.

EQUITY IMPACT REVIEW TOOL



Examine the equity impacts of response operations and evaluate holistically response processes to prevent inequity from influencing response activities,

GLOSSARY OF DEI TERMS



The Diversity, Equity, and Inclusion Glossary aims to create a shared understanding of definitions across all state agencies.

DEI IN THE WORKPLACE EXPLAINED



This video defines Diversity, Equity, and Inclusion in the workplace, explaining the differences in these topics.