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

Shunning/Isolation

Verbal Harassment

38%

Sexual Advances

Pornography

25%

I Have Experienced Incidents Because Of My Gender Involving:

Training Denial or Differences 21%

OUR

HEALTH

Assault 5%

OUR

PEOPLE

CURRENT

STATE OF THE FIRE

SERVICE

OUR

CULTURE

Often

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

77

%

Experiencing bullying

increased the

likelihood of

Physical

Neilsen, (2014)

Symptoms

% Yes

OUR

Mental

Health

Issues

HEALTH

OUR CULTURE

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

Frequency & Severity of Discrimination/Harassment

Never

93% 90% 84% 83% 73% 60%

Moderate

Happy with the choice to be a firefighter to other women

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 44% 44% 37% 21% 24% 18% 16% 17% 15% Current Current Current 1+ Injuries Depression **Anxiety PTSD** in Past Year

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Never

Moderate

Often





