

A CityStudio project one-pager by:
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Reposition, Collaborate, Diversify

Steps toward an inclusive culture at the North Shore Fire Services

Background:

The North Shore Fire Services (NSFS) are seeking strategies to increase diversity amongst their fire department. By hiring diverse groups of people, the fire departments are able to create an inclusive culture by adding minority groups to their team, as opposed to their standard demographic of white males.

Relevance to City Goals:

This project aims to meet Goal 3.1 of the Official Community Plan; Enhance the well-being and quality of life for all community members. By promoting an inclusive and diverse environment, this project is the first step to ensuring North Vancouver is a City for People. Hiring a more diverse demographic allows the North Vancouver community to be represented appropriately.

Overview of the Project:

Our project contains a three-prong approach called "RCD". This recommendation consists of **repositioning** the status quo of the job, **collaborating** with institutions that provide entry-level training, and **diversifying** locally by holding annual community events. By targeting minority groups and the general public, NSFS will better represent the community and will hopefully receive a more diverse pool of applicants and potential candidates for their workforce.

Methods / Project Details:

By implementing this project, NSFS will benefit by:

- Increasing awareness amongst minority groups to encourage them to pursue a firefighting career
- Educating the North Vancouver community on the roles and responsibilities of firefighters through multiple channels
- Addressing barriers, such as mental health, prior to the training process

Key Findings / Recommendations:

As a diverse team, we have compiled local community thoughts about firefighting careers and have proposed strategies based on past experiences. Each team member took the opportunity to talk to potential candidates, prior to researching what is holding them back from applying, as well as, using strategies implemented by other municipalities.

Next Steps / Future Research:

For implementation, Chief Greg Schalk will need to take action in making the workplace more inclusive. By leading by example and having the needed conversations surrounding a more diverse workforce, this will leave a lasting vision of diversity and inclusion that will continue within the NSFS organization.



This student project was developed as part of a CityStudio North Vancouver course collaboration.

Staff partners: Chief Greg Schalk (NV Fire Department),
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Instructor: Erin Robinson

Course: BADM 466 – Managing Change

Date: April 16, 2021



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