

California Professional Firefighters
Convention 2020
Resolution #29

Resolution Title: Establish CPF Human Relations Committee
Submitted By: CPF Executive Board
Date Submitted: October 26, 2020
Committee: Policy

1 WHEREAS, the California Professional Firefighters (CPF) recognizes the need for broader evaluation
2 regarding equity, inclusion and establishing greater unity among firefighters and the communities we serve;
3 and
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5 WHEREAS, firefighters are committed to the health and safety of our brothers and sisters on and off the fire
6 line, whether it is a physical or unseen threat; and
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8 WHEREAS, many of our own brothers and sisters in the fire service, who represent a different race, color,
9 creed, national origin, gender or sexual orientation can at times be treated differently by the public or even
10 within the firehouse; and
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12 WHEREAS, it is our belief that creating and promoting an open environment for honest conversations can
13 make for a more united fire service and foster a stronger bond between the men and women we hold the line
14 with; and
15
16 WHEREAS, maintaining our hard-earned trust and positive image within the communities we serve requires
17 cultural awareness and understanding, and continued work to be part of the fabric of our neighborhoods; and
18
19 WHEREAS, cultivating open dialogue surrounding diversity and implicit bias, both in the firehouse and
20 community, is necessary to preserve our standing in our communities and create further solidarity within our
21 ranks; and
22
23 WHEREAS, in 1988 the IAFF established the Human Relations Committee to create and fully maintain a
24 dialogue about human relations issues that affect all aspects of service; now therefore be it
25
26 **RESOLVED, that CPF will follow the path of our great international union in creating the Human**
27 **Relations Committee to aid in assessing the cultural and diverse needs within the fire service and the**
28 **communities we serve; and be it further**
29
30 **RESOLVED, that this committee will reflect the diversity of California and will make recommendations**
31 **to the Executive Board on policy and programs regarding diversity, inclusion and other relevant**
32 **matters to make for a stronger fire service and union.**

Cost Factor: \$0.00

Committee Recommendation: **Adopt**

Adopted: <u>X</u>
Adopted as Amended: _____
Rejected: _____
Withdrawn by Maker: _____
Disposed of by Resolution #: _____
Adopted Substitute Resolution #: _____
Date of Action: <u>12/10/2020</u>