



February 23, 2024

To: WSCFF Locals  
From: Dennis J. Lawson, President  
Subject: WSCFF Standing Diversity Committee Opening

The WSCFF Standing Diversity Equity & Inclusion Committee was established by Resolution 21-03. The WSCFF seeks to fill an opening on this committee for a member from a medium sized local, which has been defined as a local with a membership between 51-150 members. The committee consists of five (5) members at large and two co-chairs – committee members shall serve two-year terms. Members of this committee are eligible for work replacement and compensation. If you have any questions, please contact the WSCFF Office.

This committee is tasked as follows per the resolution:

*“...meet up to three times per WSCFF fiscal year to continue the work of educating members and make recommendations to reduce and eliminate barriers to the recruitment and hiring processes which can be used by affiliated locals to develop a workforce that is more diverse and representative of the communities we serve...The committee co-chairs will present a report of the committee’s work each year at the IAFF/WSCFF Jointly Sponsored Educational Seminar.”*

Key to this committee's success will be contributions from members who identify with communities underrepresented in our fire and EMS ranks. We strongly encourage applications from members who reflect the diversity of their communities and have experience overcoming barriers to hiring.

The process to select the committee member will be as follows:

- Interested members must submit a letter of interest or resume explaining why they should be appointed to this committee. Applicants should emphasize life experiences, work history, work and/or education in this area, and any pertinent experience, situations or skills that would make them an effective committee member.
- Each interested member must also submit a letter of support from their local president (or other officer if the president is the applicant) confirming the member is in good standing.
- The WSCFF will accept letters of application between Friday, February 23, 2024, and Friday, March 22, 2024.
- Email submissions to [wscff@wscff.org](mailto:wscff@wscff.org) with ‘DEI Committee Application’ in the subject line.

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